Team Profile Report

Disc Professional Style

About Disc

The DISC model is an internationally used personal assessment tool, aimed at helping people understand their preferred workstyle approach. Each style brings valuable strengths to the workplace, but also challenges and blind spots

There is no best style in terms of DISC preferences. Each of us has a bias toward using our own unique DISC style. Your opportunity as a team is to tap into the natural DISC style diversity on your team.

The key to effective teamwork using the DISC is to learn to be more flexible as individuals and as a team. This starts with learning team members DISC style. Help others contribute their strengths and challenge them on their blind spots and biases.

About the DISC Professional Styles Team Report

This report includes:
Section 1: Team Member DISC Profiles
Section 2: Team Primary and Secondary DISC Style Rankings and Percentiles
Section 3: Team DISC Patterns and Percentiles
Section 4: Guided Discussion and Action Plan

How to Read this Report
Discuss with your teammates each section of the team report:

- Based on the results in each section, what insights can you generate?
- Where can you flex your styles to achieve the results you want as a team?
- Read the Guided Discussion at the end of this report to help your team assess their current team effectiveness levels and improve in key areas.
- Remember to complete the Action Plan at the end of this report.

Section 1: Team Member DISC Profiles

Below are your team member names, DISC Professional Style profiles and pattern names:

Name	DISC Style Primary/Secondary	Pattern
Achuff, John	Dominant	Builder
Beville, Branden	Steady / Conscientious	Precise
Eldridge, Anthony	Steady	Moderate
Fuller, Gwen	Influential / Dominant	Transformational
Gilbert, August	Conscientious / Dominant	Inventive
Jusi, Kristin	Steady	Moderate
Lazdowsky, Michele	Dominant / Conscientious	Inventive
Murray, Dan	Dominant	Builder
Pike, Matthew	Steady	Balanced
Valdes, Angelica	Dominant	No-Nonsense
Wong, Amy	Dominant	Builder

Team DISC Style Table Results

Below are your team's DISC Professional Style score tables:

| Team Disc Graphs		
Achuff, John	Beville, Branden	Eldridge, Anthony
Fuller, Gwen	Gilbert, August	Jusi, Kristin
Lazdowsky, Michele	Murray, Dan	Pike, Matthew

Team DISC Style Table Results

Below are your team's DISC Professional Style score tables:
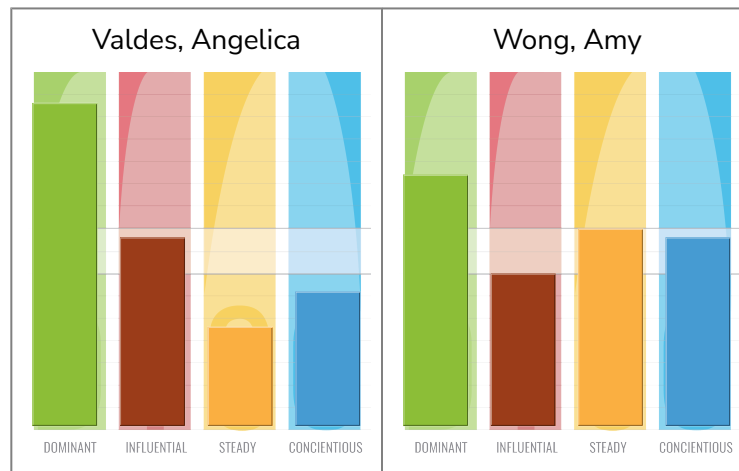
Section 2: Team Primary and Secondary DISC Style Rankings

Below is a breakdown of your team's DISC Professional Styles by percentile:

### Your Team's Primary and Secondary Styles Graph

DOMINANT	INFLUENTIAL	STEADY	CONCIENTIOUS
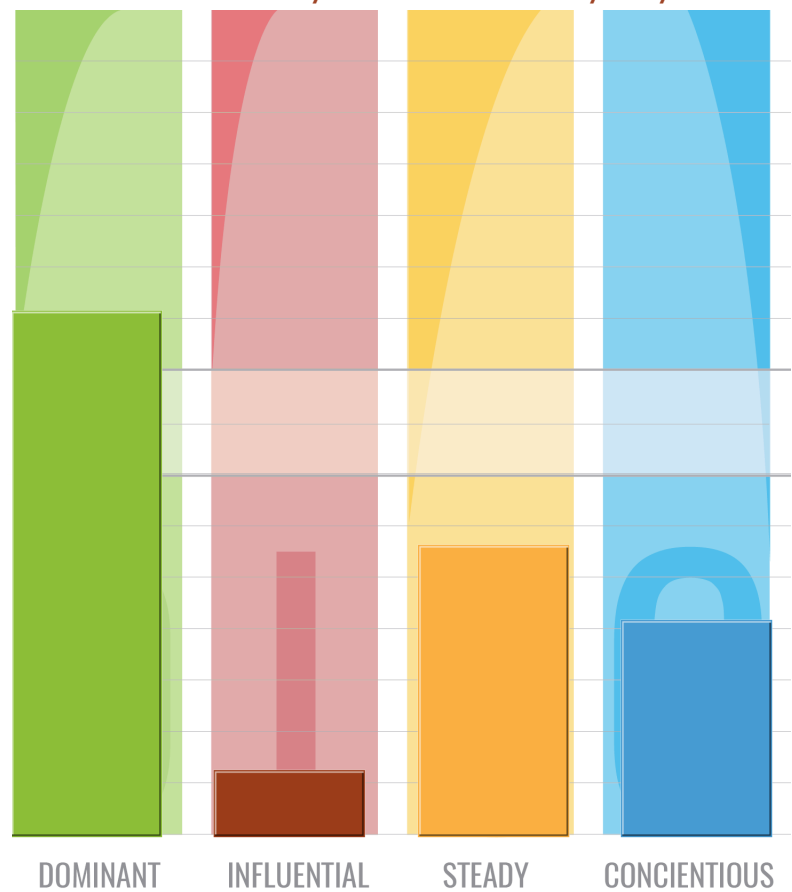
STYLE	PRIMARY	SECONDARY	TOTAL	% of 11 PARTICIPANTS	LOWEST SCORES
D	5 / 71%	2 / 29%	7	64%	2
I	1 / 100%	/ 0%	1	9%	7
S	4 / 100%	/ 0%	4	36%	5
C	1 / 33%	2 / 67%	3	27%	5
Total count primaries + secondary styles			15	136%	

Section 3: Team Disc Patterns and Rankings

Below are your team's DISC Professional Style Patterns.

PATTERN	COUNT	PCT
Builder	3	27%
Moderate	2	18%
Inventive	2	18%
Precise	1	9%
Transformational	1	9%
No-Nonsense	1	9%
Balanced	1	9%

Below are your team's DISC Professional Styles Patterns represented visually:
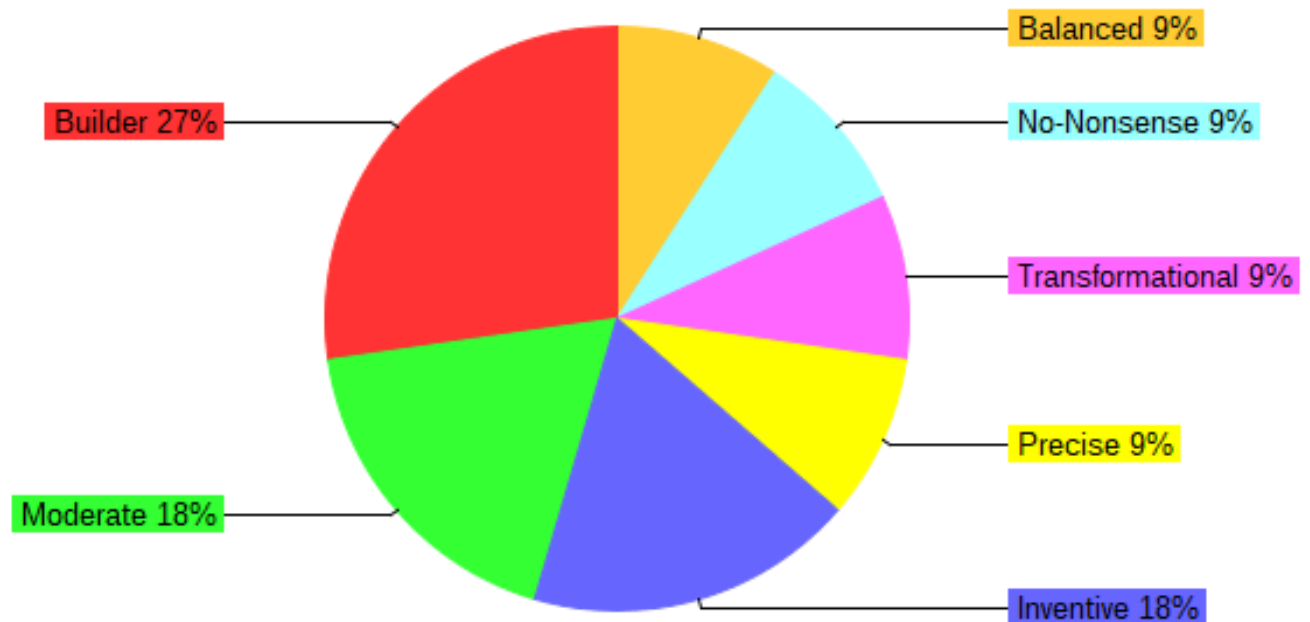
Section 4: Discussion and Action Plan

1. First, what is your team DISC profile and which styles are most accessible to your team?

How does your team's DISC profile help you succeed as a team?

How does your team's DISC profile work against your success as a team?

2. Which DISC styles are not as available to your team?

How can using these styles more benefit your team?

3. How could flexing your style(s) be useful to you to optimize your team and meet challenges ahead?

Section 4: Discussion and Action Plan

List below what your team can start, stop and continue to do as you move ahead:

Action Plan

What can your team Start doing to be more effective?

[   ]

What can your team Stop doing to be more effective?

[   ]

What can your team Continue to do to be more effective?

[   ]