



## 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.

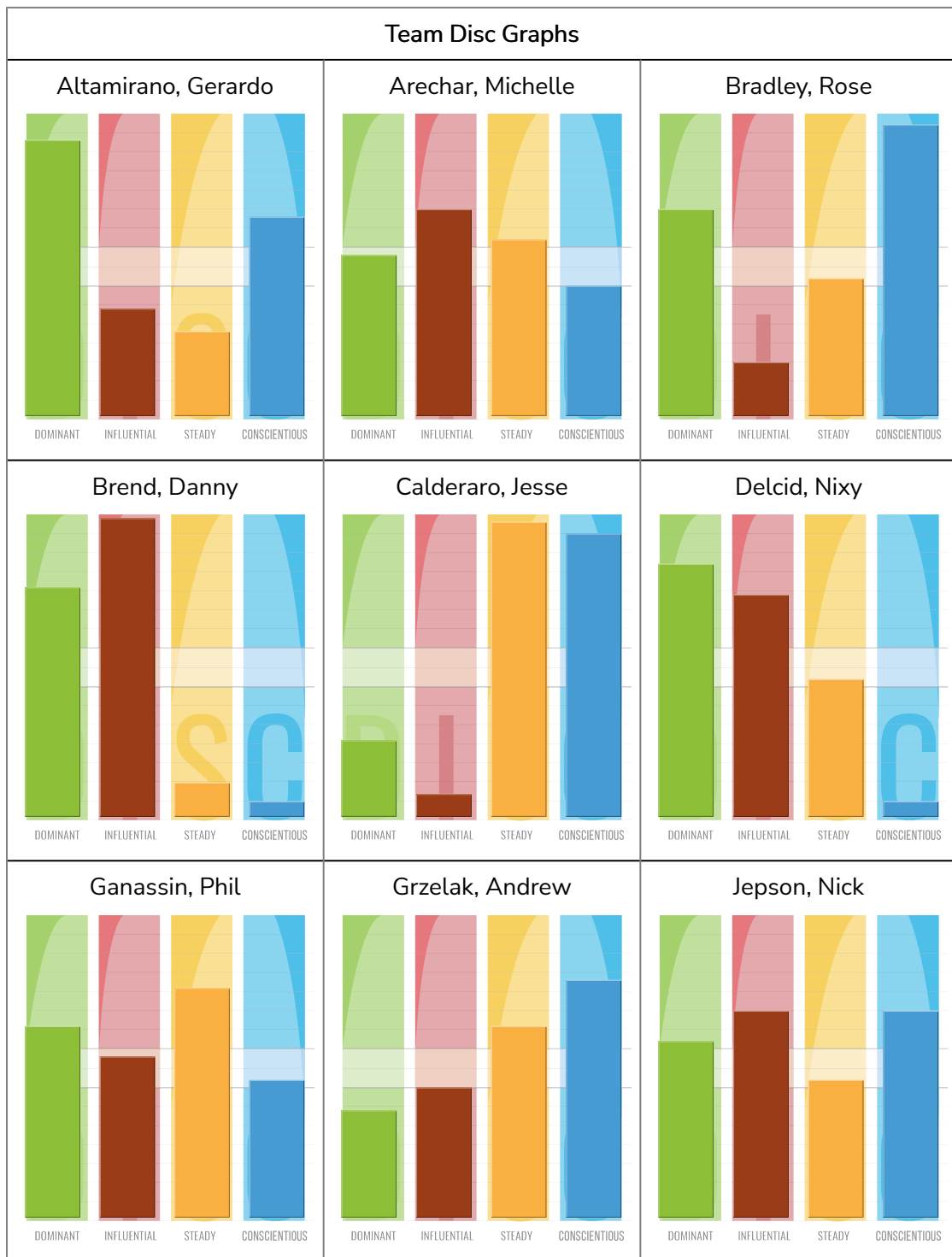
# Section 1: Team Member DISC Profiles

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

Name	DISC Style Primary/Secondary	Pattern
Altamirano, Gerardo	Dominant / Conscientious	Inventive
Arechar, Michelle	Influential	Advising
Bradley, Rose	Conscientious / Dominant	Inventive
Brend, Danny	Influential / Dominant	Transformational
Calderaro, Jesse	Steady / Conscientious	Precise
Delcid, Nixy	Dominant / Influential	No-Nonsense
Ganassin, Phil	Steady	Self-Motivated
Grzelak, Andrew	Conscientious / Steady	Precise
Jepson, Nick	Conscientious / Influential	Expert
Love, Nicole	Influential / Steady	Advising
Lucania, Rosalie	Dominant / Steady	Self-Motivated
Mantei, Chris	Influential	Balanced
Mefford, Zach	Steady	Moderate
Pineda, Miriam	Steady	Moderate
Risdon, Jason	Dominant	No-Nonsense
Sarinas, Ran	Steady / Dominant	Self-Motivated
Simandl, Mike	Steady	Moderate
Tubero, Josh	Steady / Conscientious	Examining
Turner, Fred	Influential	Encouraging
Vargas, Miguel	Conscientious / Influential	Expert
Wishnoff, Stephanie	Dominant	No-Nonsense
Ziemek, Ron	Dominant	Builder

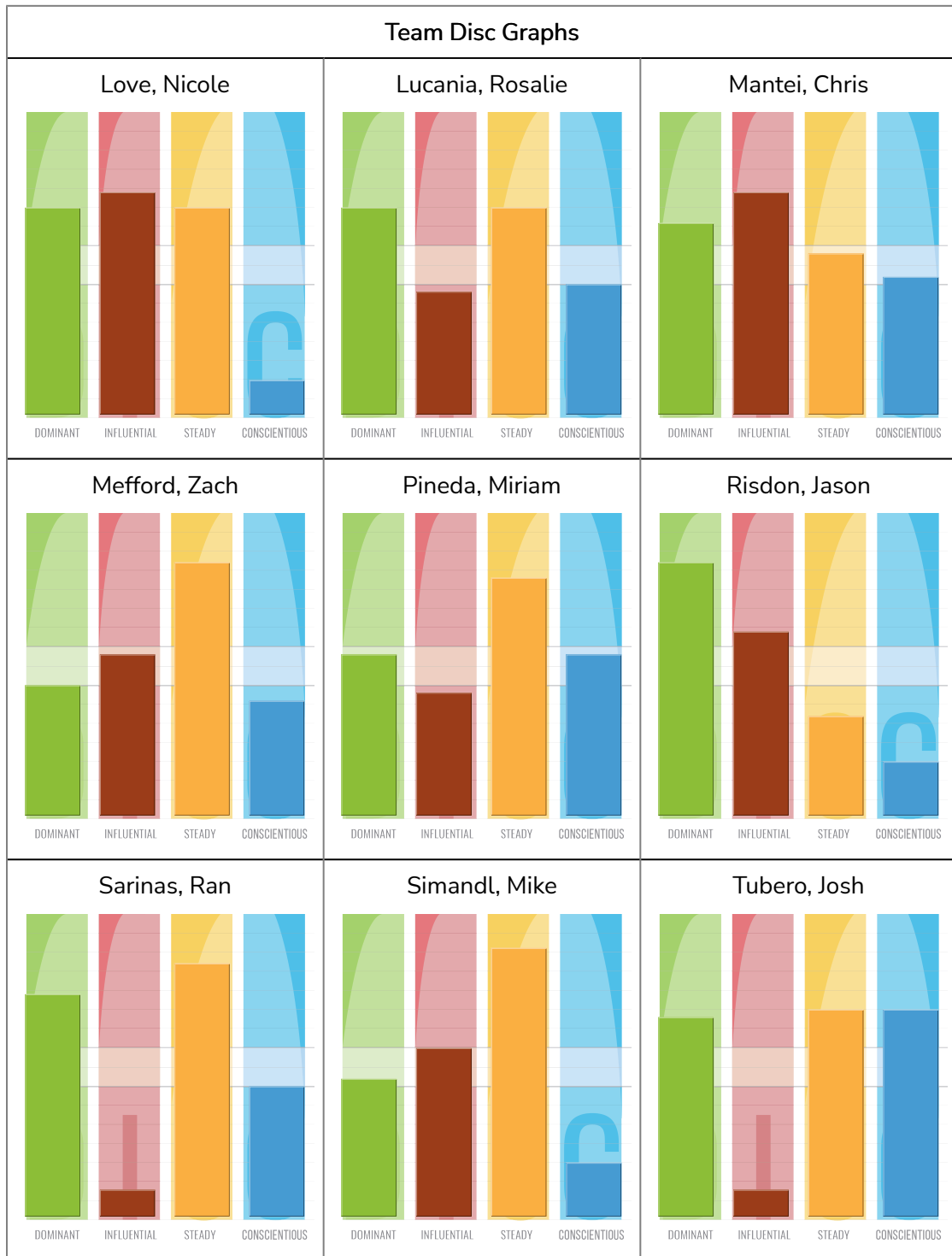
# Team DISC Style Table Results

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



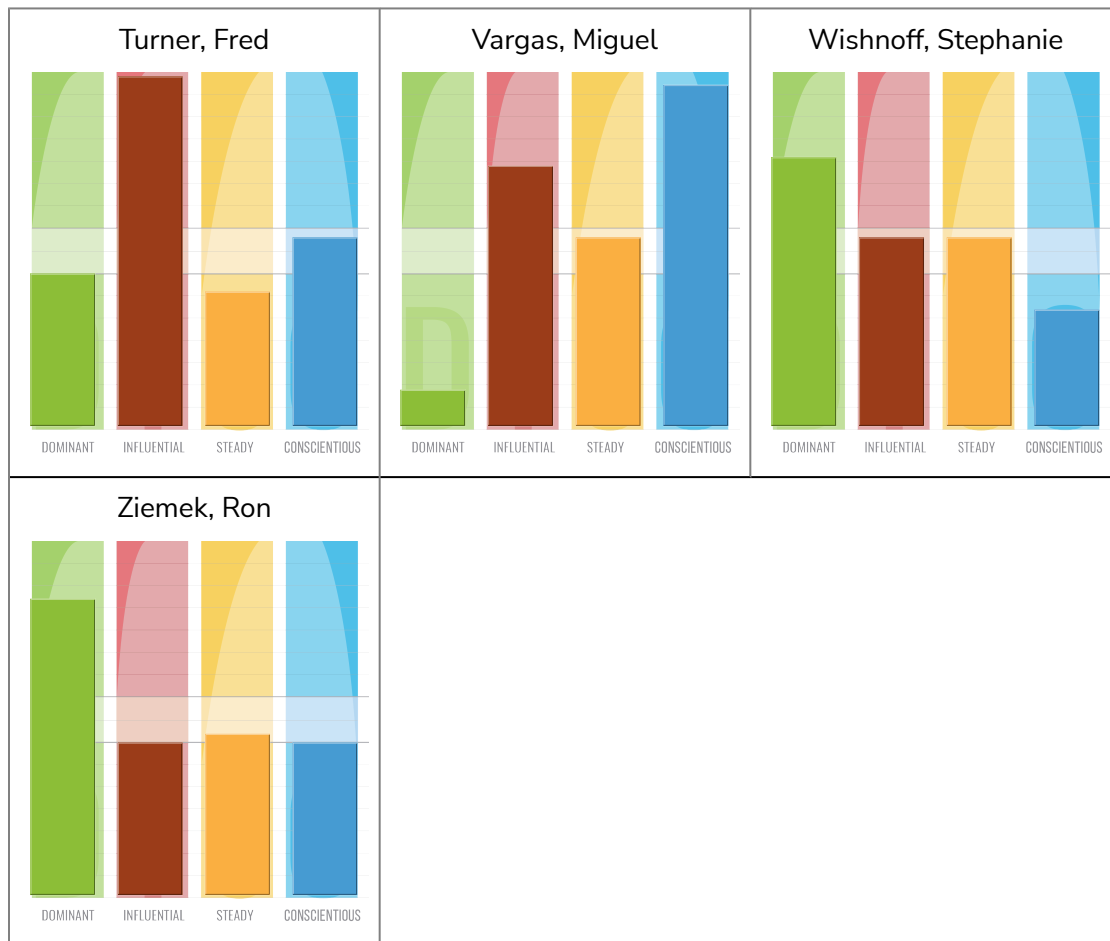
# Team DISC Style Table Results

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# Team DISC Style Table Results

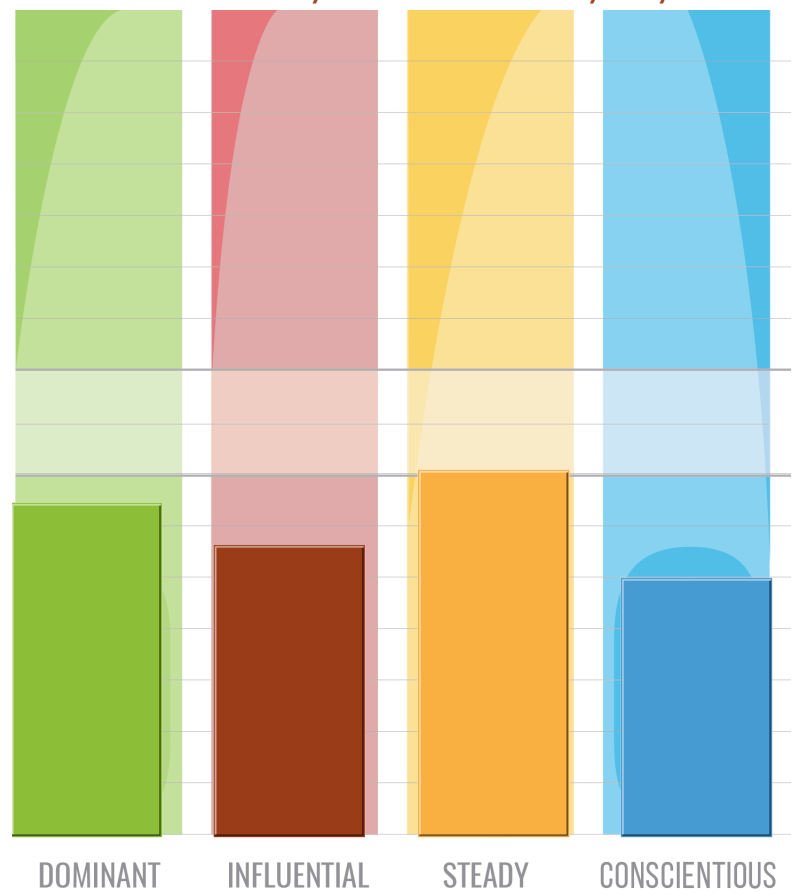
Below are your team's DISC Professional Style score tables:



# 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



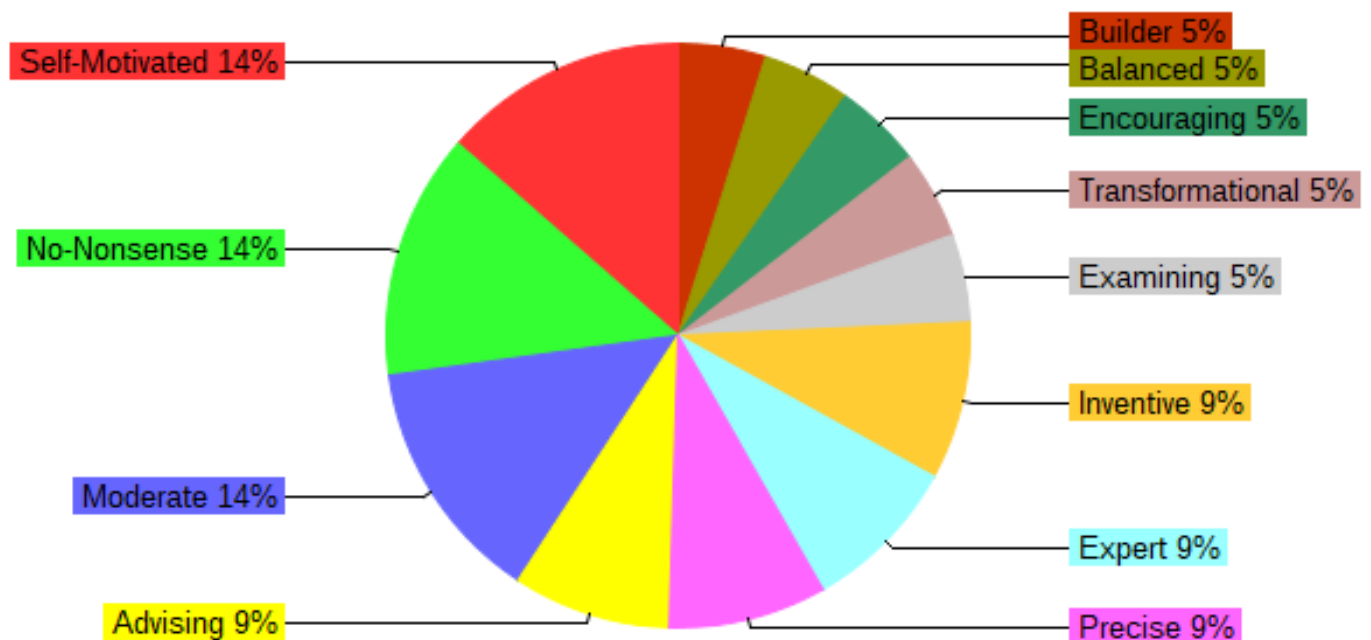
STYLE	PRIMARY	SECONDARY	TOTAL	% of 22 PARTICIPANTS	LOWEST SCORES
D	6 / 67%	3 / 33%	9	41%	5
I	5 / 62%	3 / 38%	8	36%	9
S	7 / 70%	3 / 30%	10	45%	4
C	4 / 57%	3 / 43%	7	32%	11
Total count primaries + secondary styles			34	154%	

## Section 3: Team Disc Patterns and Rankings

Below are your team's DISC Professional Style Patterns.

PATTERN	COUNT	PCT
Self-Motivated	3	14%
No-Nonsense	3	14%
Moderate	3	14%
Advising	2	9%
Precise	2	9%
Expert	2	9%
Inventive	2	9%
Examining	1	5%
Transformational	1	5%
Encouraging	1	5%
Balanced	1	5%
Builder	1	5%

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?



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