



## 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
Brodock, Jennifer	Conscientious / Steady	Precise
Brown, George	Influential	Balanced
Bryce, Sarah	Conscientious / Steady	Precise
Danek, Nicole	Steady / Conscientious	Precise
Grady, Jennifer	Influential / Dominant	Transformational
Kafaro, Cindy	Steady	Moderate
Kroll, Ryan	Influential	Encouraging
Kroll, Katie	Influential / Dominant	Transformational
Kroll, Sydney	Steady / Influential	Negotiator
Kroll, Tyler	Dominant / Conscientious	Inventive
Kwiatkowski, Paula	Steady	Moderate
Martinez, Juan	Dominant / Conscientious	Inventive
Nothhelfer, Lauren	Conscientious / Steady	Precise
Popper, Richard	Influential / Conscientious	Expert
Schraidt, Mark	Steady	Moderate
Schraidt, Mary	Dominant	Builder
Shah, Tejashree	Steady / Conscientious	Precise
Wilke, Kristine	Dominant / Conscientious	Inventive
Wojnicz, Patti	Influential / Steady	Advising

# Team DISC Style Table Results

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



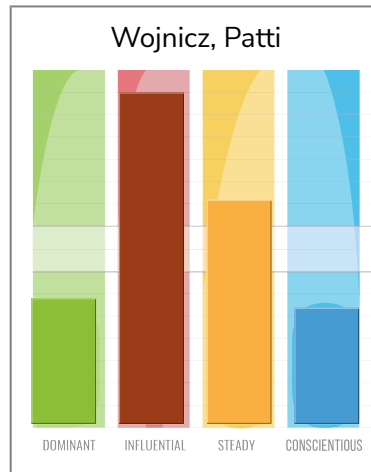
# Team DISC Style Table Results

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



# Team DISC Style Table Results

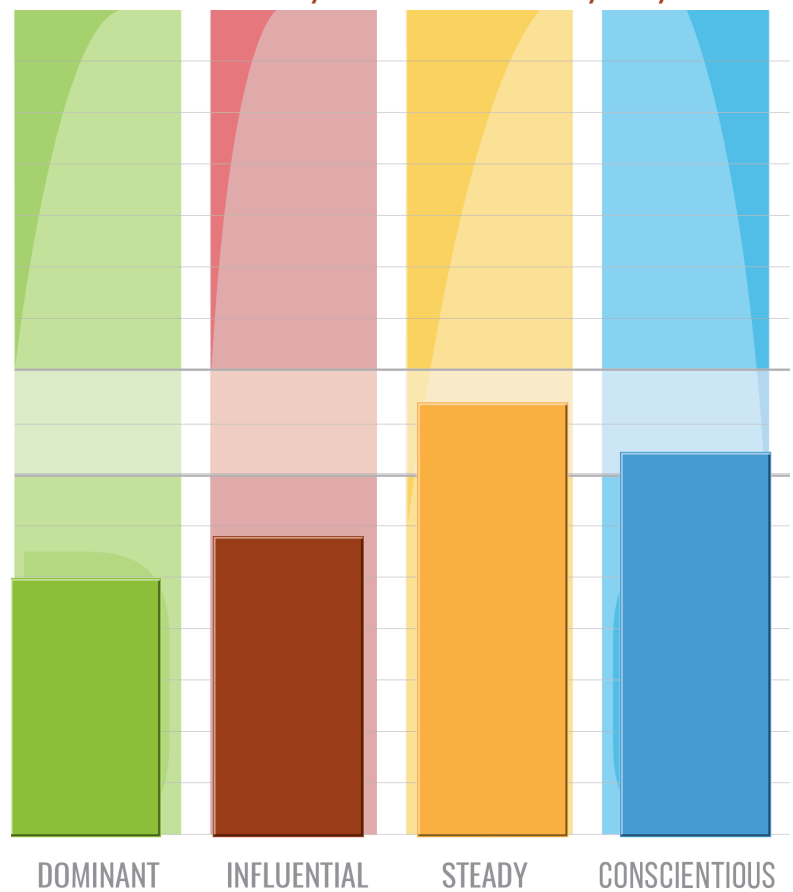
Below are your team's DISC Professional Style score tables:



# 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



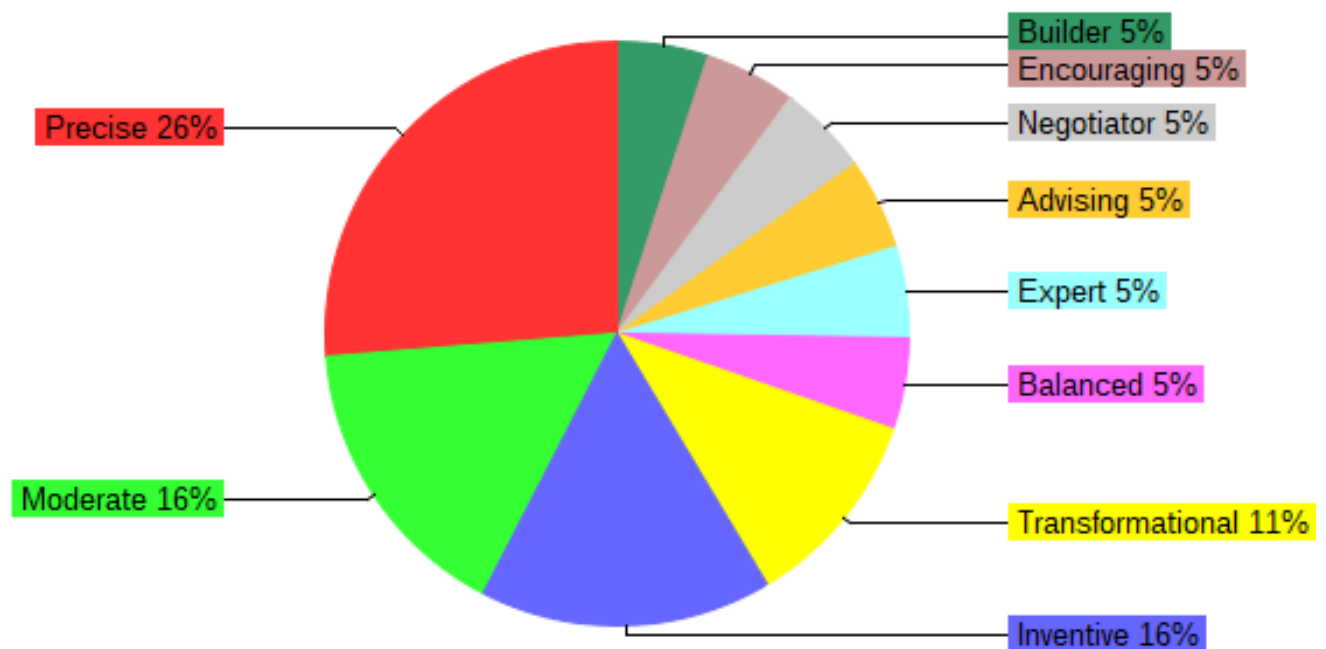
STYLE	PRIMARY	SECONDARY	TOTAL	% of 19 PARTICIPANTS	LOWEST SCORES
D	4 / 67%	2 / 33%	6	32%	7
I	6 / 86%	1 / 14%	7	37%	10
S	6 / 60%	4 / 40%	10	53%	4
C	3 / 33%	6 / 67%	9	47%	7
Total count primaries + secondary styles			32	169%	

## Section 3: Team Disc Patterns and Rankings

Below are your team's DISC Professional Style Patterns.

PATTERN	COUNT	PCT
Precise	5	26%
Moderate	3	16%
Inventive	3	16%
Transformational	2	11%
Balanced	1	5%
Expert	1	5%
Advising	1	5%
Negotiator	1	5%
Encouraging	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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