



Johnny Appleseed Sample Report

DISC Professional Style ASSESSMENT & WORKBOOK



About the DISC Professional Style Assessment

A PROFESSIONAL STYLE ASSESSMENT

The Corporate Learning Institute brings organizations and businesses worldwide the best instructor-led and blended performance development solutions possible. This DISC Professional Style Assessment will allow you to develop a better relationship with others in your organization.

The assessment results will expand your awareness about how you interact with others in your organization, and how you can improve your impact. The assessment will also help you focus on your strengths and become more aware of your challenges and blind spots, allowing you to selectively change your approach in high stakes situations and toward others when needed.

OVERVIEW OF THE DISC PROFESSIONAL STYLE ASSESSMENT

You have a unique and valuable work approach that you have developed through personal experience, and skill development. We call this your DISC Professional Style Profile. Each DISC Professional Style Profile contains strengths, challenges, and blind spots. The individual combination of these results is the impact you have on your work environment and on others.

We believe that there is no best or perfect DISC Professional Style Profile to have. Rather, all styles are useful and have value, and at the same time can add challenges and blind spots that do not serve you well. The DISC Professional Style Assessment has been developed to help you validate your approach, increase your confidence, and allow you to become more aware of how you can overcome the challenges and frustrations that you sometimes encounter with situations and with others.

THE HISTORY OF THE DISC MODEL

The DISC is a behavioral assessment tool was created by Psychologist William Marston. His theory was developed into the four-quadrant model we are now familiar with, which includes: Dominance, Influential, Steady, and Conscientious behaviors. The four behavioral profiles allow us to understand how people perceive their world and how they prefer to approach it.

Understanding Your DISC Professional Style Profile

FOUR-QUADRANT MODEL

Start at the top of the graphic to the right and follow the arrow from the “D” Direct and Confident style around the circle.

The D, Dominant, Direct and Confident Style is an action-oriented, results-driven professional willing to take risks and initiate action. The D professional likes to know what needs to be done.

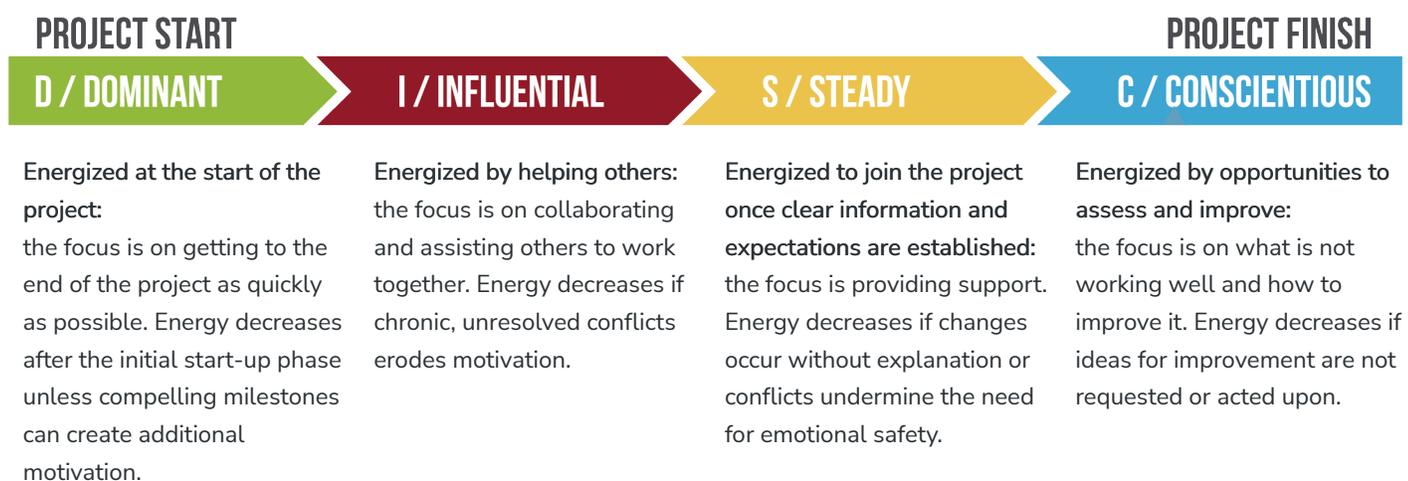
The I, Influential, Persuasive and Friendly Style is an enthusiastic and collaborative professional. The I professional likes to know who needs support.

The S, Steady, Calm and Consistent Style is a collaborative and supportive professional who likes to focus on understanding how to proceed to ensure stability and reduce risk.

The C, Conscientious, Precise and Detailed Style is a professional who wants to ensure accuracy and ensures they know why to proceed before acting.



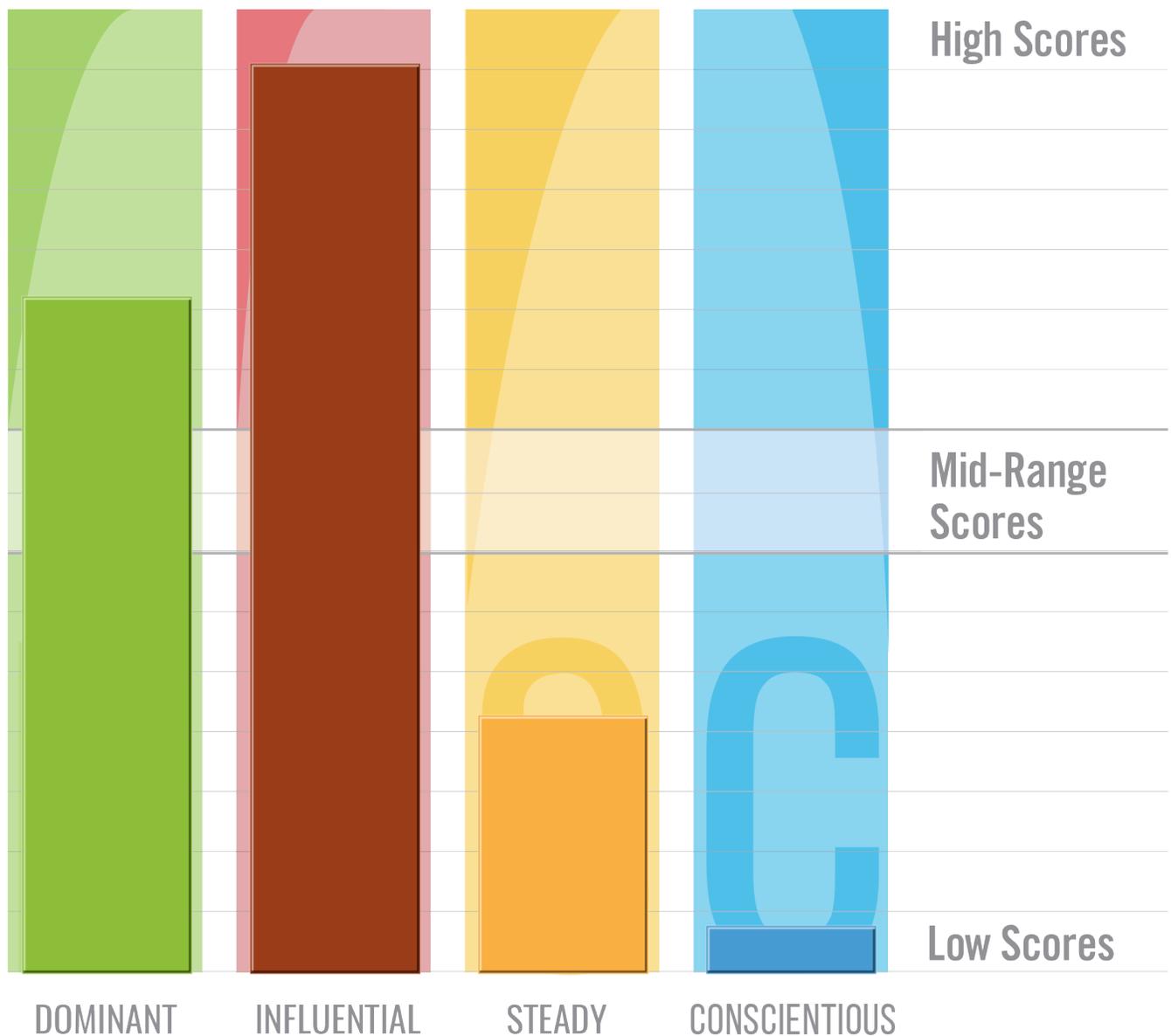
SEE HOW DISC STYLES ENGAGE IN PROJECTS



Graphing Your DISC Professional Style

ON THE FINAL SCORE TABLE

The graph below allows you to determine your DISC Professional Style. Note that the graph is divided into low, mid-range and high score areas. High scores indicate a high preference for that style, mid-range scores indicate some preference for a style, and a low score indicates very little preference for that style. The higher the score the more you prefer that style, the lower the score the less you prefer it.



Interpreting Your Graph Results

VIEW YOUR HIGHEST-LOWEST PREFERENCES BELOW

The DISC Professional Style Assessment is a tool to help you understand how to optimize your impact at work as well as your relationship with others. Your profile provides you with a framework for understanding your behavioral preferences as you work with others.

Your responses are divided into your style preferences:

Influential Persuasive & Friendly	
Dominant Direct & Confident	
Steady Calm & Consistent	
Conscientious Precise & Detailed	

The area in the middle of the graph separates your responses into low and high results. The higher your marking point, the more you prefer to use that behavior. The lower the marking point, the less you prefer to use the behavior. By the same token, the lower your marking point on the graph, the less focused you are on using those behaviors or even thinking of using them.

Many people have a primary (or highest) marking point, plus a back-up marking point above the mid-line area. In this case, you will have a variety of approaches that you will engage when working with others. For example, if you have a highest marking point that is Dominant: Direct & Confident and a back-up marking point of Conscientious: Precise & Detailed, then you have a dual profile of D/C in terms of your top preferences.

Your Personalized DISC Professional Style Summary Page

How to Interpret Your DISC Professional Style Profile Convincing

Most of us have a primary and back-up DISC profile. As you review your scores, think about low scores as areas you spend less time in, mid-range scores as areas you sometimes spend time within, and high scores the areas you prefer to spend the most time in.

Your Profile - Primary & Back-Up DISC Professional Style is: ID

	Highest Score The DISC style you use most often	I
	Back-up Highest Score The DISC style you sometimes use	D
	Second Lowest Score The DISC style you use less often	S
	Lowest Score The DISC style you rarely use	C

About Your DISC Professional Style Profile Results

<p>Your highest DISC Professional Style score is Influential-Persuasive & Friendly.</p>	<p>Style Strengths: Friendly, approachable, caring, compassionate.</p>	<p>Style Challenges: Holding others accountable, maintaining objectivity, establishing plans and timelines, lashing out and feeling guilty afterwards.</p>
<p>Your back-up DISC Professional Style score is Dominant-Direct & Confident.</p>	<p>Style Strengths: Bold, outspoken, results-driven, risk-taker, trail-blazer.</p>	<p>Style Challenges: Consistency, diplomacy, slower-paced work, following others</p>

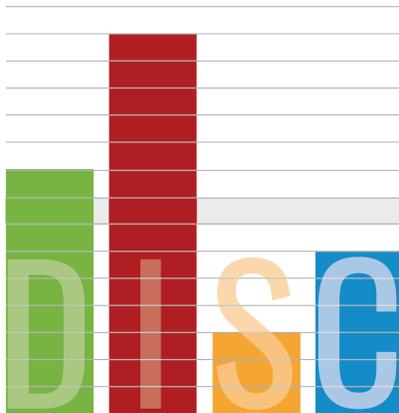
As you consider your profile, think about both your strengths and challenges. You may be good at flexing your style approach to achieve the impact and results you want at work. This is called *style flexibility*. While acknowledging the positive impact you make is important, it is equally important to consider how you can improve your style flexibility to get the impact and results you want.

DISC Professional Style Pattern

Does your pattern look like your graph? If not, the graph displayed below is only 1 of 45 possible graphs for your pattern. Your Disc graph on Page 3 may vary from the pattern graph below: Convincing

Your DISC Professional Style Pattern is: Convincing

CONVINCING PROFESSIONAL PATTERN



Pattern Goal: Approaches others with enthusiasm and confidence, thinks big picture, and employs a wide variety of options to accomplish goals.

Value of this Style: Social: likes to actively overcome challenges. Prefers a challenging performance opportunity to overcome.

Typical Emotion: Enthusiastic around others; can be very affirming while pushing them toward goals; persuasive; risk-taking.

Emotion Under Pressure: When under pressure, individuals with a Convincing Professional Style can be demanding of others. They may overestimate their ability to influence others and become flustered and even indecisive.

Evaluates Others by: Because Convincing Professionals like to take risks, they expect that others can handle sudden changes. Convincing Professionals will often evaluate others on their ability to handle sudden changes.

Achieves Results with Others by: Often, Convincing Professionals are enthusiastic toward others, and are very optimistic about their performance. This positive attitude builds others' trust levels.

This Profile's Specific Concerns: Because Convincing Professionals tend to be excited risk takers and big picture thinkers, they may become bored working with others who may require detailed and repetitive work routines.

Would Improve Impact by: Convincing Professionals may need to think about creating a more detailed plan to accomplish goals. They may take risks without weighing all their options or paying attention to the little details. It is important to look at how details and planning can help others be more effective contributors.

Consider these questions as you review your DISC Professional Style Strengths and Challenges:

- How can your style strengths be used more often at work?
- What are your style challenges at work?
- How can you improve your style flexibility to achieve the results you want at work?

Understanding Your DISC Professional Style Profile

D-DOMINANT, DIRECT AND CONFIDENT

EMPAHSIZES

Pushing through challenges to get the results they want with others and creating change.

STRENGTHS

High Self-Confidence: High D's believe in their ability to achieve the results they envision. They see a goal that they want, and confidently develop a rapid plan of action without much planning and detail.

Result-Driven: High D's are ambitious and goal-oriented. They take a practical and direct approach to accomplishing goals and working with others. They do what is necessary to get the job done.

Thinking Creatively: High D's are able to adapt to change on the fly, which can help them make decisions quickly. However High D's can frequently change rules or procedures, while forgetting to tell others that the game plan has changed.

CHALLENGES

Overuse of Take-Charge Attitude: High D's like working quickly and by themselves. They assume because no one is stepping up quickly or forcefully in a situation that they need to take charge.

Competitive: High D's see many situations as win or lose, and may see collaborating as giving in. Others may see them as too task-focused or fast-paced for collaboration.

Details: High D's often see the big picture and the end so quickly that they can forget the necessary steps or details needed to accomplish that bigger picture.

WORKING WITH D'S - SUPPORTING D'S TO PERFORM AT THEIR BEST:

Take on a more assertive approach

Slow them down, and focus on detail

Help them stay active during the whole project - not just the beginning

Push back on bluntness and insensitivity

Help them value people's feelings and needs

Understanding Your DISC Professional Style Profile

I-INFLUENTIAL, PERSUASIVE AND FRIENDLY

EMPHASIZES

Creating collaborative relationships, using motivation and influence to achieve results with others.

STRENGTHS

People-Oriented: High I's are good at reading other people's feelings and sensing how others are perceiving a situation. They are like emotional barometers. They can be extremely sensitive and caring.

Expressive: High I's like to think out loud, processing anything from possibilities to issues and concerns. They can be expressive and are highly communicative.

Optimistic: High I's are persuasive, friendly and optimistic. They try to make the best out of difficulties by trusting that everything will work out.

CHALLENGES

Avoiding Conflict: Without support to help face conflict, High I's would prefer to soothe them over instead of dealing with.

Struggling to be Objective: They may be too helpful or try to rescue others, rather than allowing them to learn from natural consequences.

Staying on Task: High I's place the needs of others above task focus or completion. They may arrive late because they are seeing to the needs of others, or fail to complete tasks because they are focusing on other's needs.

WORKING WITH I'S - SUPPORTING I'S TO PERFORM AT THEIR BEST:

Help them face conflict

Help them see that they are not responsible for everyone else's feelings or needs

Focus them on goals or tasks

Orient them so they are aware of time deadlines

Help them overcome a tendency to lash out and feel guilty afterwards

Understanding Your DISC Professional Style Profile

S-STEADY, CALM AND CONSISTENT

EMPHASIZES

Working within a predictable, stable and cooperative environment.

STRENGTHS

Collaborative: High S's prefer to be team players. They find a safe, structured and consistent role to play within a team.

Information and Detail Seekers: High S's think before they act. They seek details and sense the missing information needed for a plan or goal to be successful.

Humble: People with a high S are often introverted, and do not like being the center of attention. While they like to know that they are appreciated, they do not call out their accomplishments. They prefer quiet recognition, if at all.

CHALLENGES

Avoiding Risks: High S's need a lot of information and a step-by-step, practical approach to accomplishing tasks. They can hesitate if not enough information is available to move forward safely.

Prefers Predictability: Because High S's need the security of structure and routine, they want things done at regular times and on a consistent basis. They are most comfortable with established habit patterns and repetition. Change can be difficult compared to other styles.

Speaking Up and Taking a Stand: Many High S's are introverted and make great leaders because they think first before reacting. However when overwhelmed, they may wait to express their views or question the status quo.

WORKING WITH S'S - SUPPORTING S'S TO PERFORM AT THEIR BEST:

Support them to ask questions and get their information needs met

Help them manage change

Encourage them to speak up

Allow them time to think before answering

Understanding Your DISC Professional Style Profile

C-CONSCIENTIOUS , PRECISE AND DETAILED

EMPHASIZES

Focusing on ensuring quality and accuracy.

STRENGTHS

Self-Disciplined: High C's take their work seriously and are capable of intense, focused effort. They regard self-discipline as essential to success, and may regard other styles as being too reckless or undisciplined.

Cautious: High C's are analytical and prudent in all areas of their lives. They tend to avoid unnecessary risks that would result in anything but high-quality success.

Detail Oriented: High C individuals pay close attention to important details to avoid mistakes.

CHALLENGES

Doing things, the Right Way: High C's are confident that their ways are the best, often foregoing the input or ideas of others.

Detail Oriented: High C individuals pay close attention to important details to avoid mistakes. This can impact deadlines as they seek near-perfect solutions to challenges, pushing deadlines back and delivering late on commitments.

Maintains High Standards: High C's evaluate themselves and others with strict, personal standards. They strive for excellence in everything they do, and expect the same from others. This can lead to unrealistic expectations for both themselves and others.

WORKING WITH C'S - SUPPORTING C'S TO PERFORM AT THEIR BEST:

Help them work through conflict instead of withdrawing

Support them to join the group early in the decision-making stage of projects

Encourage them to expose their thoughts and ideas

Ask them for input on how to improve your process

Improve Your Impact

D-DOMINANT, DIRECT AND CONFIDENT

Improving your personal impact at work is easier when you review the following suggestions.

Suggestions for the Dominant, Direct and Confident Style to Increase Flexibility

Think about balancing your need for achievement by enjoying the moment with others and building collaboration and trust.

Paying attention to the emotional impact you make on others is important. Acknowledging needs and being conscientious and considerate can prevent a lot of problems as they invariably arise.

Consider slowing down. Take some time to get to know others on a deeper level, and pace the results you expect to get so quickly. It's okay to stop the multi-tasking and juggling to get better.

WORKING CONDITIONS THAT MOTIVATE THE D, DOMINANT STYLE

D, Dominant thrive under these conditions:

- Urgency and a need for quick response
- Taking action when needed
- Turning problems around quickly
- Making individual decisions when needed
- Multiple actions needed at once

WORKING CONDITIONS THAT DE-MOTIVATE THE D, DOMINANT STYLE

D, Dominant struggle under these conditions:

- When projects require a very detailed plan, and require lot of time to complete
- When there is no urgency or call to action
- When there is a need to carefully manage emotional situations

Improve Your Impact

I-INFLUENTIAL, PERSUASIVE AND FRIENDLY

Suggestions for the Influential, Persuasive and Friendly Style to Increase Flexibility

People with a preference for the I, Influential style would love to be liked by their colleagues. This can cause them to withhold constructive feedback and take on too much work to help. Think about balancing your need to be liked with objective feedback for others. Learn to let others take on their own responsibilities. Take care of yourself. It's okay if not everyone understands or even likes you.

WORKING CONDITIONS THAT MOTIVATE THE I, INFLUENTIAL STYLE

I, Influential thrive under these conditions:

A culture that values service to others

A flexible schedule

Opportunities to serve others and feel useful and needed

An absence of hostility or negative tension

WORKING CONDITIONS THAT DE-MOTIVATE THE I, INFLUENTIAL STYLE

I, Influential struggle under these conditions:

When the emphasis is placed on the importance of results over people

When there is consistent negative or hostile tension in the environment

When no real appreciation is made for personal effort

Improve Your Impact

S-STEADY, CALM AND CONSISTENT

Suggestions for the Steady, Calm and Consistent Style to Increase Flexibility

People with a preference for the S, Steady style like to plan and follow the plan. They tend to use the same approach over and over, which can prevent innovation, improvement and the development. Think about trying new approaches and stepping into risk. Ask others to help you find short cuts. It's okay to not have a guarantee or all the information that you need to start something new - take a risk.

WORKING CONDITIONS THAT MOTIVATE THE S, CALM AND CONSISTENT

S, Steady thrive under these conditions

- A predictable work-flow
- Time to consider options before deciding or taking action
- An abundance of information and detail
- Consistent expectations
- Change only when really needed and with plenty of notice

WORKING CONDITIONS THAT DE-MOTIVATE THE S, STEADY STYLE

S, Steady struggle under these conditions:

- When change is constant or occurs without substantive information
- When there is constant urgency or call to instant action
- When emotional situations get out of control
- When there is no detailed plan
- When detail, specificity and consistency is not valued



Improve Your Impact

C-CONSCIENTIOUS , PRECISE AND DETAILED

Suggestions for the Conscientious, Precise and Detailed Style to Increase Flexibility

Conscientious people like to avoid the mistakes that often lead to later success. Try to reduce your emphasis on doing things the right way, (your way) and engage others in helping you see more possibilities. Since you like to work alone frequently (no one else understands how to do things the right way), consider drawing others in and sharing your thinking. Get good at asking for other's opinions, and watch the collaboration improve. It's okay to not be right all the time, because no one is perfect!

WORKING CONDITIONS THAT MOTIVATE THE C, CONSCIENTIOUS STYLE

- C, Conscientious thrive under these conditions:
 - Support from others to explore imperfections and flaws
 - Support to refine and improve
 - A traditional, consistent work culture
 - A culture that values detail and perfection over quick results

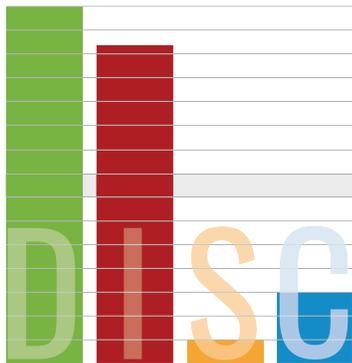
WORKING CONDITIONS THAT DE-MOTIVATE THE C, CONSCIENTIOUS STYLE

- C, Conscientious struggle under these conditions:
 - A demand for fast turn-around times
 - Emotionally out of control situations
 - No regard for standards
 - Lack of a detailed plan

C

DISC Professional Style Patterns

TRANSFORMATIONAL PROFESSIONAL PATTERN



Pattern Goal: Attaining results quickly and overcoming performance hurdles to achieve desired goals.

Value of this Style: Setting and accomplishing goals; balancing results with harmony; being determined and persistent.

Typical Emotion: High energy; expressive.

Emotion Under Pressure: Transformational Professionals assume that they must overcome every challenge they face; They are shrewd at identifying and influencing others. Under pressure, they can be manipulative and calculating.

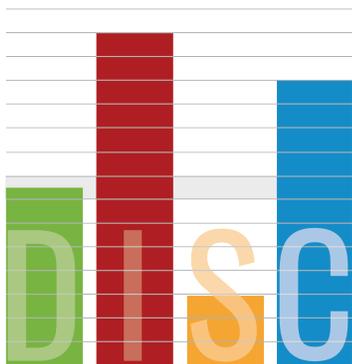
Evaluates Others By: Their ability to achieve performance goals quickly.

Achieves Results with Others By: Being direct and affirming others for performance achievements. A Transformational Professional will sometimes use power and intimidation to achieve results.

This Profile's Specific Concerns: The Transformational Professional might fear being seen as ineffective or weak by others, or fear of being taken advantage of. They are nonstop workers, and rarely share the workload willingly.

Would Improve Impact By: Increasing sensitivity to others, sharing the workload, being patient, and valuing relationships with others as much as they do performance outcomes.

EVALUATING PROFESSIONAL PATTERN



Pattern Goal: Overall, a professional with an Evaluating Pattern Style wants to be perceived by others as an effective and a likable colleague. This is driven by the evaluating professional's competitiveness, and need for respect.

Value of this Style: Competition; success; respect; the acceptance of others.

Typical Emotion: While evaluating professionals are very competitive, they are also very considerate of others.

Emotion Under Pressure: Can often become impatient with others. May judge the performance of others more harshly than is realistic. Is afraid of disapproval by others. Can be a perfectionist but disguises this with a likable persona.

Evaluates Others by: Since professionals who have an Evaluating Professional Style are competitive, they judge others based on their performance abilities.

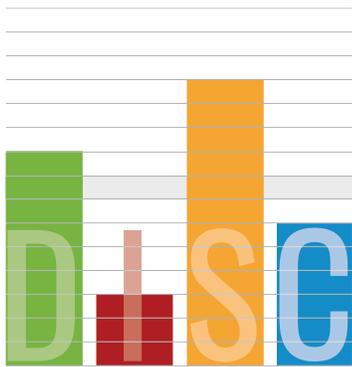
Achieves Results with Others by: Because evaluating Professionals hold both competitive and considerate qualities, they are particularly good at achieving results with others. They usually have a good balance of being critical and being kind with others.

This Profile's Specific Concerns: Failure is the main fear of this professional style. Because of this, they may worry that their efforts will not succeed.

Would Improve Impact by: Worrying less about others' impressions and being more authentic.

DISC Professional Style Patterns

SELF-MOTIVATED PROFESSIONAL PATTERN



Pattern Goal: To achieve goals that are based on personal accomplishment and development.

Value of this Style: Taking personal responsibility to ensure goals are met.

Typical Emotion: Determined and focused.

Emotion Under Pressure: If Self-Motivated Professionals are not performing up to expectation, they may become visibly frustrated and impatient.

Evaluates Others by: Whether or not they can demonstrate the results that the Self-Motivated Professional envisions in mind.

Achieves Results with Others by: Self-Motivated Professionals often take full responsibility for the overall performance of others they work with. Because of this, they rarely blame others for performance problems, and make it their own responsibility to improve the situation.

This Profile's Specific Concerns: A Self-Motivated Professional is usually confident in his or her own abilities, but less confident in the abilities of others. Because of this, a Self-Motivated Professional ultimately fears that others may not meet their standards or goals.

Would Improve Impact by: Putting more trust in others and practicing patience when things don't go as planned. Asking others for feedback or input to expand understanding and to try new approaches can be useful.

INVENTIVE PROFESSIONAL PATTERN



Pattern Goal: Seeks to achieve high standards and perfect results with own unique approach.

Value of this Style: Efficiency and accuracy in approach.

Typical Emotion: Because Inventive Professionals want to see quick and accurate results, they can seem aloof and forget about being tactful.

Emotion Under Pressure: Desires to work independently when under pressure. This independent streak allows the Inventive Professional to come up with creative solutions to training problems and opportunities.

Evaluates Others by: This Style judges others by his or her own very high personal standards.

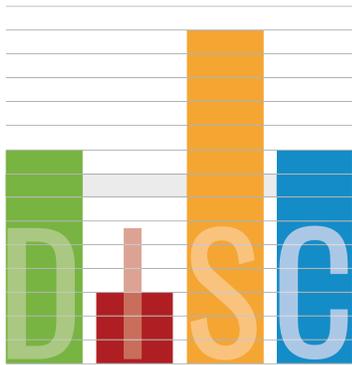
Achieves Results with Others by: Using well thought-out, personalized methods when approaching team projects. An Inventive Professional is good at seeing small details and can create new solutions from these observations to continually improve processes and projects.

This Profile's Specific Concerns: Generally, Inventive Professionals are confident in their methods of achieving good results with others. However, if they cannot control others' performance outcomes, they can become flustered.

Would Improve Impact by: Being careful of standards that are set too high for others to currently achieve; Showing compassion and warmth to others, and developing trust and open communication.

DISC Professional Style Patterns

EXAMINING PROFESSIONAL PATTERN



Pattern Goal: To achieve results through rational and logical approaches.

Value of this Style: Planning and organizing the best approach possible for working with others or on projects, following through on the details.

Typical Emotion: Often self-disciplined and analytical when working with others.

Emotion Under Pressure: Becomes quiet, holds onto and internalizes stress, may hold grudges and withdraw.

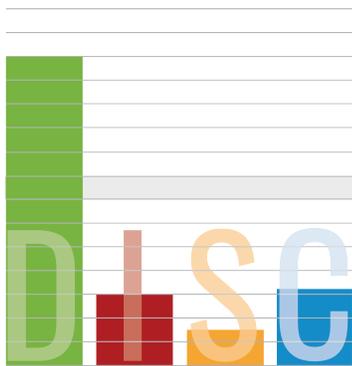
Evaluates Others by: Examining Professionals often judge others by their ability to manage details and stay focused on a plan.

Achieves Results with Others by: Dogged determination and steadfast commitment to a plan.

This Profile's Specific Concerns: Because these professionals like a logical approach, they can sometimes be too direct and appear insensitive and uncaring.

Would Improve Impact by: Veering off the plan when and if needed, and considering more options. Looking for short cuts and ways to infuse spontaneity within a plan.

BUILDER PROFESSIONAL PATTERN



Pattern Goal: Seeks individuality and unique approaches to accomplishing goals.

Value of this Style: Because of their individuality, Builder Professionals are not afraid of taking risks or trying new things, and are often unconcerned with others' opinions. Builder Professionals are confident in their abilities.

Typical Emotion: Focused, persistent, likes to achieve fast results.

Emotion Under Pressure: Builder Professionals who are under pressure to achieve results may become controlling. Because Builder Professionals do things their own way, they don't want to worry about how others do things or have others question their methods.

Evaluates Others by: Builder Professionals judge others' performance by how well they deal with fast-paced work expectations, and to what degree they feel in control of the training outcomes.

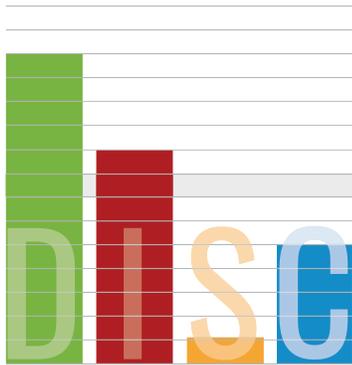
Achieves Results with Others by: Builder Professionals are not afraid to take risks and do things their own way. They often find unique approaches to achieving goals at work.

This Profile's Specific Concerns: Builder Professionals often want to be in control of a given situation. Because of this, they may fear being out of control, or can become aggressive or overly critical.

Would Improve Impact by: Focusing on building trust with others, slowing down, focusing on detail and becoming more patient.

DISC Professional Style Patterns

NO NONSENSE PROFESSIONAL PATTERN



Pattern Goal: To achieve goals and overcome challenges.

Value of this Style: Achieving results and overcoming challenges even when the obstacles are formidable.

Typical Emotion: Often shows high energy and is very expressive.

Emotion Under Pressure: No-Nonsense Professionals assume that they must overcome challenges and problems with others. They are shrewd at identifying and influencing other's behavior. Under pressure they can react too harshly, and then to counteract this, feel remorse and lavish attention on others.

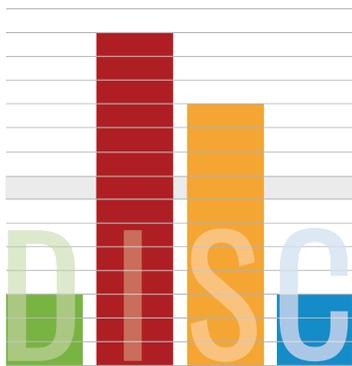
Evaluates Others by: Others' ability to respond to training quickly.

Achieves Results with Others by: No-Nonsense Professionals are results-drive and prefer to work alone. They view working in teams as too slow and cumbersome and often persuade others to support their own ideas.

This Profile's Specific Concerns: These professionals may fear being seen as ineffective or weak by others. They can be seen as blunt or insensitive as they focus on getting results.

Would Improve Impact by: Being more patient with others. Developing a genuine relationship based on mutual trust and open communication. Consider asking for feedback and slowing down the pace of work so others can catch up at their own pace.

ADVISING PROFESSIONAL PATTERN



Pattern Goal: To be close and collaborative with others.

Value of this Style: Consistency and developing good emotional relationships with others that are comprised of trust and understanding.

Typical Emotion: Often welcoming and kindhearted.

Emotion Under Pressure: When in a stressful situation, they may become too tolerant and accepting of others, which can cause work progress to slow down.

Evaluates Others by: Typically focuses on the positives and the good traits of others and their performance progress. Tends to focus less on the negative or problematic areas of working together.

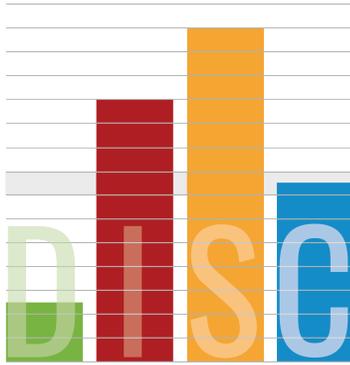
Achieves Results with Others by: Exhibiting kindhearted behaviors to others. Advising Professionals believe that at the heart of performance is a strong, emotional relationship between themselves and others.

This Profile's Specific Concerns: Advising Professionals may worry less about how others perform and more about being too forceful with others.

Would Improve Impact by: Taking charge can be beneficial at times. While it is good to develop strong emotional relationships built on kindness and trust with others, there are also times to be firm and directive.

DISC Professional Style Patterns

NEGOTIATOR PROFESSIONAL PATTERN



Pattern Goal: Wants to be liked by others; acceptance.

Value of this Style: Kindness and affirmation towards others.

Typical Emotion: Affectionate and kind; often avoids confrontation and aggression.

Emotion Under Pressure: Seeks to reestablish stability by using empathy and seeking ways to establish harmony.

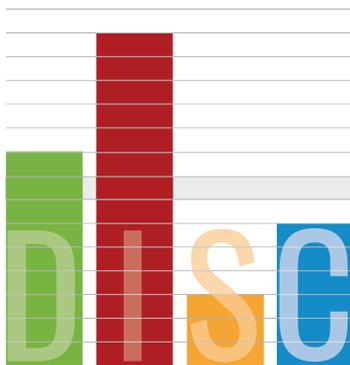
Evaluates Others by: Negotiator Professionals are often very accepting of others under most circumstances. They often overlook the challenges that others present, preferring to focus on the positive qualities or behaviors of others.

Achieves Results with Others by: Working with others as collaborators. A Negotiator Professional has a kind and affectionate nature towards others and works to build high trust relationships that help develop overall work performance.

This Profile's Specific Concerns: Negotiator Professionals generally want to be liked by their peers and strive for a positive relationship. Because of this, they may fear unpredictable or aggressive coworkers.

Would Improve Impact by: Being more assertive and firm with others. It is good to be kind and affectionate, but knowing when to be firm and when to say no assertively can greatly benefit projects, relationships, and overall performance.

CONVINCING PROFESSIONAL PATTERN



Pattern Goal: Approaches others with enthusiasm and confidence, thinks big picture, and employs a wide variety of options to accomplish goals.

Value of this Style: Social: likes to actively overcome challenges. Prefers a challenging performance opportunity to overcome.

Typical Emotion: Enthusiastic around others; can be very affirming while pushing them toward goals; persuasive; risk-taking.

Emotion Under Pressure: When under pressure, individuals with a Convincing Professional Style can be demanding of others. They may overestimate their ability to influence others and become flustered and even indecisive.

Evaluates Others by: Because Convincing Professionals like to take risks, they expect that others can handle sudden changes. Convincing Professionals will often evaluate others on their ability to handle sudden changes.

Achieves Results with Others by: Often, Convincing Professionals are enthusiastic toward others, and are very optimistic about their performance. This positive attitude builds others' trust levels.

This Profile's Specific Concerns: Because Convincing Professionals tend to be excited risk takers and big picture thinkers, they may become bored working with others who may require detailed and repetitive work routines.

Would Improve Impact by: Convincing Professionals may need to think about creating a more detailed plan to accomplish goals. They may take risks without weighing all their options or paying attention to the little details. It is important to look at how details and planning can help others be more effective contributors.

DISC Professional Style Patterns

EXPERT PROFESSIONAL PATTERN



Pattern Goal: Typically motivated by their own need to achieve a standard of performance excellence by using correct methods and approaches.

Value of this Style: Being viewed as an expert.

Typical Emotion: Can come off as self-disciplined yet relaxed while working with others.

Emotion Under Pressure: If something goes wrong, they may become visibly irritated and disappointed with others. Expert Professionals may not take criticism well from others.

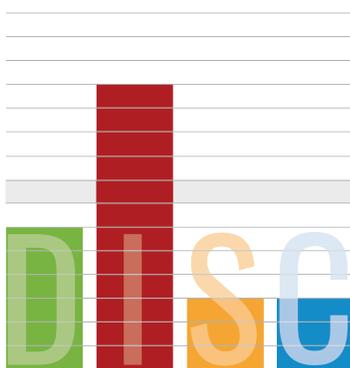
Evaluates Others by: Expert Professionals tend to look at others' past performance to make judgments. They generally have high expectations all around--for others and for themselves.

Achieves Results with Others by: Focusing on their personal development as a professional and the skill development of others.

This Profile's Specific Concerns: Generally, Expert Professionals are relaxed with others because they are confident in their own abilities. Their concerns come out when others question or criticize them because, overall, they like to be seen as experts at work.

Would Improve Impact by: Often, people with this style may put all of their focus on themselves. They may think, How can I improve as a professional? Taking the others' contributions into account will expand Expert Professionals' sensitivities to others' needs and expand their own awareness about the importance of a shared contribution to achieving goals at work.

ENCOURAGING PROFESSIONAL PATTERN



Pattern Goal: Overall, relationships and interaction with others is what is most important.

Value of this Style: Positivity, encouraging others, enthusiasm.

Typical Emotion: Encouraging Professionals tend to be optimistic and friendly with others.

Emotion Under Pressure: Encouraging Professionals may become emotional under stress and be regretful later.

Evaluates Others by: To Encouraging Professionals, performance results are less important than bonding with others. They evaluate others based on how they feel others exhibit the same positivity, warmth, and enthusiasm for the relationship and collaborative process.

Achieves Results with Others by: Their friendly, accepting attitude towards achieving stronger relationships with others through their friendly, accepting attitude; rewarding others for their positive behaviors.

This Profile's Specific Concerns: Encouraging Professionals want others to like them. They may worry about giving constructive feedback that can harm their overall relationship.

Would Improve Impact by: People with this pattern are generally optimistic about their relationship with others, which can lead them to being more accepting of performance problems. Taking time to evaluate a situation or a relationship can help discover improvements. Setting limits with others and giving constructive feedback when needed will improve work outcomes and strengthen relationships.

DISC Professional Style Patterns

PRECISE PROFESSIONAL PATTERN



Pattern Goal: To achieve high standards through a predictable and accurate process.

Value of this Style: Stability, ensuring work protocols that build a quality approach and achievement of work goals.

Typical Emotion: Cautious, controlled, detailed.

Emotion Under Pressure: People who have the Precise Professional style tend to internalize pressure. They are sensitive to others' needs and understand how to tactfully handle situations.

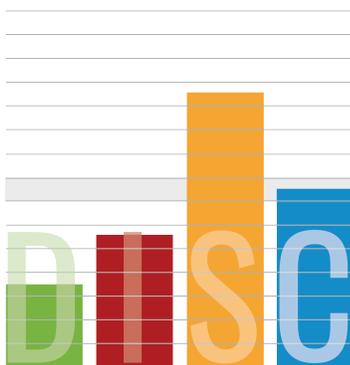
Evaluates Others by: Specific and precise criteria set by the professional.

Achieves Results with Others by: These diligent professionals spend time analyzing and planning their approach, which can take a lot of time.

This Profile's Specific Concerns: Precise Professionals follow standard and predictable details to achieve their goals. This can lead to challenges with others who don't follow the expected protocols. Since people are unpredictable, it follows that professionals with this profile may need to learn more flexibility, acceptance, and patience.

Would Improve Impact by: Professionals who have this style will benefit from being more flexible with others and themselves. It may help to remember that being perfect and achieving perfection is not a requirement for being an excellent and useful professional. Other qualities, such as accepting and embracing imperfection, supporting others in the moment, and appreciating small project gains may help to balance the picture.

MODERATE PROFESSIONAL PATTERN



Pattern Goal: Wants stability and a controlled environment when they are working.

Value of this Style: Consistency; being helpful to others.

Typical Emotion: Calm and considerate of others needs.

Emotion Under Pressure: If there are changes with the environment, Moderate Professionals may feel nervous and uncomfortable. This may lead them to feeling less confident about their skills as a Professional.

Evaluates Others by: How consistent and reliable they are. Moderate Professionals are not only consistent people; they also desire consistency from others.

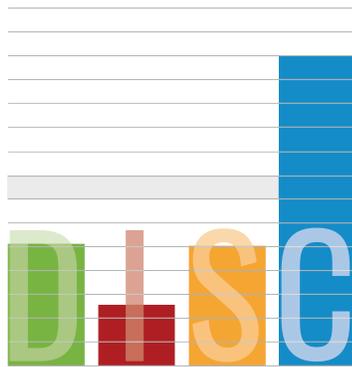
Achieves Results with Others by: Having a steady, predictable pace with their work process. They often are cooperative with others, and work with others as a team to achieve desired results. They are good at developing a friendly relationships with others.

This Profile's Specific Concerns: They may fear working with an unreliable or unpredictable colleague, or working in environments that they are not used to.

Would Improve Impact by: Changes are a part of life but can be worrisome; learning to assertively ask for additional information helps eliminate guesswork and reduces anxiety and uncertainty.

DISC Professional Style Patterns

LOGICAL PROFESSIONAL PATTERN



Pattern Goal: To achieve results by using a proven, logical and fact-based approach.

Value of this Style: People with this style value in pertinent facts and information without emotional baggage.

Typical Emotion: Quiet, analytical, even-tempered.

Emotion Under Pressure: Can ruminate or worry and get caught in analysis paralysis, and avoid contact with aggressive colleagues. Will attempt to avoid public failure by over-planning.

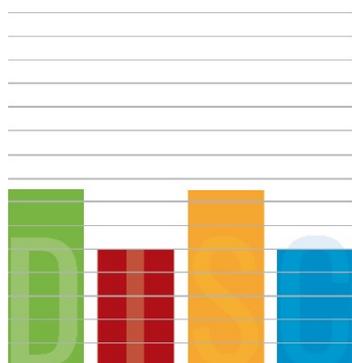
Evaluates Others by: The degree of indirect control they feel they can assert on others; sensing who will follow their carefully constructed yet private plan.

Achieves Results with Others by: Creating and following a logical plan that has high standards.

This Profile's Specific Concerns: People with the Logical Professional Style are concerned about right and wrong approaches. If a colleague falls outside the right approach, the person having the Logical Professional Style may retreat from the relationship, preferring to avoid aggressive confrontation.

Would Improve Impact by: Seeing errors as learning opportunities, becoming aware of over-using perfectionism, seeing value in doing things in a new or different way.

BALANCED PROFESSIONAL PATTERN



Pattern Goal: To adapt to your current environment and manage current changes and pressures.

Value of this Style: Professionals with the Balanced Pattern are adaptable to the changes surrounding them. They may feel like they are all things to all people, and attempt to avoid choosing a style(s).

Typical Emotion: Contemplative, willing yet unsure.

Emotion Under Pressure: Unsure, hesitant, nervous or anxious.

Evaluates Others by: How well they understand how to best react or respond.

Achieves Results with Others by: Hesitating and avoiding errors; adjusting their style to accommodate any situation.

This Profile's Specific Concerns: A Balanced Professional may not be confident in their ability to manage their current situation.

Would Improve Impact by: Clarifying their situation by getting information or feedback from others. Clarifying expectations to expand their understanding of the situation and their approach. Developing a plan for the best way forward.

Personal Action Plan

Three style strengths:

Three style challenges:

Three things to start doing:

Personal Action Plan

Three things to stop or limit doing:

Three things I do well and will continue to do:



CORPORATE LEARNING INSTITUTE

800.203.6734
corplearning.com
corplearning@corplearning.com