DISC Career Management

An Evaluation of Behavioral Styles & Occupations

Report For: **Kevin Sweet**

Self Style**: CId/C**

Observer Style:

Date: **7/27/2021**

COMPASS

BY: **STUDENT PLAYBOOK**

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Why is Independently Tested Accuracy of this Assessment Important?

A recent review revealed **a significant majority of assessments available today were absent the studies & reporting to confirm their accuracy**. Of the small minority which claimed reporting, the significant majority of those were conducted privately; oftentimes by the assessment provider itself, rather than an objective and scientifically qualified third party. However, we are leading by example in this otherwise unregulated industry. How are we doing this? By submitting our assessments to an objective, independently conducted battery of tests: Construct Validity, Reliability, and Disparate Impact - all by a qualified scientific authority (*Assessment Standards Institute*). Our goal? Ensuring the trust and confidence of our users by producing the industry's most accurate and class protected assessments. Please turn to the last page of this report to learn more on this topic, and the steps we've taken to safeguard the scientific accuracy of this assessment.

Introduction: DISCstyles™ Career Management Report

Congratulations on your participation in the DISCstyles Assessment used to analyze your Communication Preferences and Behavioral Style for your Career Management.

This report is the result of your assessment.

Kevin, the first part of the report focuses on your communication preferences and behavioral style. While this information is extremely valuable, the second section with the title of "Application" increases the value of your report exponentially.

Finding your career direction begins in defining a critical element – Your Occupational Behavioral Style. Research suggests that specific behavioral styles are attracted to specific occupations. Understanding your career choices, mastering the process of career or job selection, and applying this knowledge for job satisfaction consists of three basic steps:

1. **Knowing your natural behavioral tendencies,**
2. **Determining the behavioral demands of the job,**
3. **Understanding the results of adapting your natural style to "fit" the job's needs OR select the career or jobs that require your natural style, or both.**

The DISCstyles™ Career Management Report helps you make and plan your **career decisions**. This report **clarifies the job expectations, discovers the reasons for any inner conflict, and helps in the understanding of the stressors experienced in your past job(s) or present workplace**. In addition, it provides a **list of occupations** and the **O*NET (Job) Codes** that utilize the behavior that is the closest match to your natural behavioral style.

This report is as much prescriptive (tips and tools for interpersonal communications and career management) as it is descriptive (getting you to understand and appreciate your own DISC style).

Today's workplace is in constant change and careers are evolving to keep pace. It will not be unusual for **people to change career 4-5 times during their working lives**. Furthermore, research indicates that more than 50% of working people hold jobs that do not utilize their natural talents, so they are neither fully motivated nor satisfied with their work. Research suggests that **50-80% of all employed adults are in the wrong job or career**.

Given these realities, it becomes more important than ever for you to be prepared to make informed career decisions based on a solid understanding of your behavioral style and your natural traits. With increased understanding of the talents you bring to the workplace, you can maximize your ability to succeed and achieve career satisfaction in an ever-changing environment.

Introduction: DISCstyles™ Career Management Report, continued

Career satisfaction, happiness, and success are possible–if you know how to make it happen!
With your personalized and comprehensive DISC report, you have tools to help you understand how behavioral styles gravitate to certain jobs and how you can become more effective in making informed decisions for your career management.

This report does not assign personal values, interests, aptitude, IQ or work history. Instead, it concentrates on your tendencies that influence your behavior and helps you to recognize the preferences and strengths you bring to the job. Establishing the best career path is a result of learning what jobs require the "real you" for that natural "job fit."

Our DISC model focuses on patterns of external, observable behaviors using the scales of directness and openness each style exhibits. Because we can see and hear these behaviors, understanding people and even job behavioral needs becomes easier. This DISC model is simple, practical and easy to remember. The Four Basic DISCstyles Overview section of this report provides a summary of the styles.

BEHAVIORAL STYLES

Historical and contemporary research reveals dozens of models for understanding behavioral differences in people. Many share one common thread – the grouping of behavior into four basic categories. Your report will be referring to those four categories as the DISC styles. The DISC concept measures the four dimensions of normal behavior and determines:

STYLE	TENDENCIES
Dominance	Tends to be direct and guarded
Influence	Tends to be direct and open
Steadiness	Tends to be indirect and open
Conscientious	Tends to be indirect and guarded

■ How you respond to problems and challenges.

■ How you influence others to your point of view.

■ How you respond to the pace of the environment.

■ How you respond to rules and procedures set by others.

Kevin, there is no "best" style nor is there a "worst" style. Each style has its unique strengths and opportunities for continuing improvement and growth. Any behavioral descriptions mentioned in this report are tendencies for your style group. Depending upon the blending of DISC styles and the intensity level of the DISC traits, some descriptions of a pure DISC Style may not specifically apply to you.

It has been said that people spend more time planning their vacations than they invest in planning or managing their own careers. Your participation in this career management process demonstrates your active interest in your own success.

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Part I Understanding Yourself

General Characteristics

Kevin, the narration below serves as a general overview of your behavioral tendencies. Your report provides a framework for understanding and reflecting on your results. It also includes ideas to help you leverage your strengths to maximize your personal success and career satisfaction.

Your response pattern shows that you demonstrate excellent critical thinking ability. This strength is especially important for leaders, who often must verbalize opinions convincingly to the team or organization at large. Others tend not to think as deeply or as critically as you, making your skill valuable in the workplace.

You may tend to align with others who show a talent for quality control. You feel a certain "safety in numbers" when you find others of a similar style, especially those with similar behavioral traits. This helps serve two purposes simultaneously. Firstly, you are able to compare notes and ideas and reinforce those ideas with a cadre of like-minded people. Secondly, since you tend to avoid confrontation with others, you allow yourself security in the knowledge that others who share a similar opinion may be able to speak more forcefully as a group than as individuals.

You may hesitate to trust new or unfamiliar people until they have established their credibility. Your scores indicate a high interest in quality control and a strong preference for hard facts and analysis, over hype and emotion. When a presenter delivers a hyped-up message, people who score like you tend to stop listening. When a presenter provides facts, data, and evidence cited from credible and respected sources, you tend to listen and accept the message.

You may neglect to verbalize criticism of processes unless asked, at which point you may suddenly provide a wealth of practical information and ideas. Your attention to details is valuable to the team, but you may need to learn to vocalize concerns more quickly and assertively. Resist the thought that you might be making waves; instead, reason that you may be helping to calm future waves.

Part I Understanding Yourself

General Characteristics (continued)

Your responses show that you place importance on accuracy in decision making. There may be others in the organization who base their decisions on emotion rather than logic, but yours tend to be rooted in fact and/or research.

You like to be on time for meetings and appointments and expect others to do the same. Your response pattern indicates that people who score like you are models of time management. They are where they are supposed to be, and they are there on time. As students in high school or college, their assignments were done on time, and sometimes even submitted early. If these sentences describe you as well, then you are among a rare group of people who wish that others would do the same.

Your pattern of responses indicates that you do not like interruptions while working on detailed projects. You show a high degree of focus on the things you do, and thus complete tasks with a high degree of quality and accuracy. You score like those who are most effective when they are able to complete a project or assignment in its entirety before moving on to the next task.

Your response pattern indicates that you tend to be less talkative in larger groups, and as a result, perhaps somewhat difficult to get to know on a personal level. This doesn't necessarily have to be a negative trait. As a piece of coaching, we suggest that you attempt to warm up to people more quickly to help put them at ease. Engage in supportive conversation as a way to break the ice. This may pull you out of your comfort zone, but it will help others get to know who you are, even as you learn more about them.

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Your Strengths

What You Bring to the Organization

Kevin, you are likely to display your strength characteristics rather consistently. These qualities tend to enhance your effectiveness within the workplace. Your work style tendencies provide useful insight as you perform the duties required by your position's job description. These tendencies are the talents and preferences you bring to your job.

Check your two most important strengths and your two most important work style tendencies and transfer them to the **Summary of Your Style** on page 15.

Your Strengths:
- You provide significant input to projects and processes, and are alert to potential problems and controls necessary.
- You remain objective, even in emotional situations.
- You have a knack for logically negotiating cooperation from others, rather than demanding it.
- You approach systems, utilities, and procedures with a high standard of quality.
- You bring a unique combination of accuracy and intuition to projects.
- You are deadline conscious, with excellent time-management skills.
- You are frequently seen by others as an expert in your area of responsibility.

Your Work Style Tendencies That You Bring to the Job:
- You are somewhat conventional and a bit cautious when it comes to making decisions that impact quality or policy.
- On the job, you may tend to align with others with equally high-quality control standards.
- You do your homework and tend to be very well prepared for meetings and appointments.
- You are likely to be one of the few members of the project team who has read all of the "fine print" featured in policies or procedures.
- You may hesitate to trust newer people in the organization, until they have established their credibility.
- You possess a broad-based awareness of the political and economic implications of any decision that is made on behalf of the organization.
- You may tend to be a "worrier" (in a positive way), giving thought to work projects even when away from the job. You may come in after a weekend of thinking and offer an ideal solution.

Your Motivations (Wants) and Needs

What motivates you? People are motivated by what they want or need. People are motivated to avoid their fears. **Behaviors are driven by these motivators**. Each style has different fears, wants, and needs. The more fully our motivators are met, the easier it is to perform naturally with minimal effort. Your assessment has analyzed your behavioral wants and needs. Knowing these motivators helps you understand the "why" behind how you behave (react and respond). **Kevin**, this section indicates what wants and needs must be met for optimal performance.

Check your two most important motivators and your two most important needs. Transfer your selections to the **Summary of Your Style** on page 15.

You Tend to Be Motivated By:
- A work environment containing minimal hostility and pressure.
- Quality control standards that are respected by all members of the organization, not just by a few people.
- Work tasks of a highly specialized nature to support your natural curiosity and detail orientation.
- Being included as a part of the group in social functions.
- Detailed examples and specific information about suggested changes in processes that may have an impact on quality.
- Complete explanations of systems and processes that impact your work environment.
- Standard operating procedures that can support a quality initiative without being changed dramatically.

People With Patterns Like You Tend to Need:
- Increased confidence in your own decision-making ability.
- Complete explanations of processes and the internal systems used.
- Greater participation in team efforts and activities.
- Increased authority to delegate routine tasks and procedures.
- Increased urgency in making decisions.
- Sufficient time for effective planning.
- A wider scope of perspective and operations.

Your Motivations - Ideal Work Environment

Everybody is motivated – however, they are motivated for their own reasons, not someone else's reasons. By understanding your motivations, you can create an environment where you are most likely self-motivated. You will invest your natural energy in just being "you" instead of using up your energy by trying to behave in a way that is not naturally comfortable.

Select your two most important environment factors and transfer your selections to the **Summary of Your Style** on page 15.

You Tend to be Most Effective in Environments that Provide:

- A work group which provides close relationships with a small group of associates, rather than superficial relationships with a larger group of people.
- Complete information, details, and examples, with no gaps or surprises.
- Freedom from intensely pressured decisions.
- Highly specialized assignments and technical areas of responsibility.
- Complete explanations of areas of responsibility and control.
- A work environment with a predictable pattern of activity, so as to monitor quality processes.
- Standard, accepted operating procedures that sometimes support complex processes.

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The C Style

Under Stress - Perceptions, Behavior and Needs for the C

Stress is unavoidable. The perceptions of our behavior may have a significant impact on our effectiveness - both in how we perceive ourselves and how others perceive us. The way we behave under stress can create a perception that is not what we intend. The descriptions below of perceptions by others may seem somewhat extreme at times (especially if our behavior is an over-extended strength that becomes a weakness or limitation). As you understand these perceptions more clearly, you are able to modify your behavior to maximize your own effectiveness and ensure that others see you as you intend.

Potential Self Perception:
- Cautious
- Thorough
- Expert
- Quality control

Under Stress, May be Perceived by Others:
- Indecisive
- Anxious
- Analysis-paralysis
- Inflexible

Under Stress You Need:
- A slow pace for "processing" information
- Understanding of principles and details
- Accuracy

Your Typical Behaviors in Conflict:
- You appear to acquiesce to the demands of others and, thus, avoid conflict. In reality, however, you are often just withdrawing to prepare for a future, probably covert, attempt to reestablish your position.
- You often resort to various indirect techniques to manipulate the environment to make it more favorable to your position. You may resort to little known rules and procedures, the literal meaning of regulations, the use of committees, and other indirect approaches.
- Your tendency to be something of a loner may make it more difficult for other people to trust you, although your demonstrated reliability tends to offset this.

Strategies to Reduce Conflict and Increase Harmony:
- Stand up for yourself with supervisors, friends, and coworkers rather than avoiding them or pretending to go along with them.
- Be sure to share the reasoning behind your decisions. Failure to do so makes them seem arbitrary.
- Include all the people involved with a project in your decision-making process. Ask for their suggestions as well as their data.

Communication Tips and Plans for Others

The following suggestions can help others who interact with you understand and be aware of your communication preferences. To use this information effectively, share it with others and also discuss their preferences.

*Check the two most important ideas when others communicate with you (do's & don'ts) and transfer them to the **Summary of Your Style** page.*

When Communicating with Kevin, DO:
- Make an organized appeal for your support and contributions.
- Use a thoughtful and logical approach to discussing ideas and options.
- Approach issues in a straightforward, direct and factual way.
- Keep on task with the business agenda.
- Provide a specific, step-by-step timetable, complete with names and responsibilities.
- Do your homework, because Kevin's homework will already be done.
- Provide logical and practical evidence.

When Communicating with Kevin, DON'T:
- Be disorganized or sloppy.
- Be vague about what's expected of the group.
- Be casual, informal, or loud.
- Rush the issues or the decision-making process.
- Use unreliable evidence or testimonials.
- Be unrealistic with deadlines.
- Push too hard.

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COMMUNICATING WITH THE DISCStyles™

Communicating with the DOMINANT Style

D CHARACTERISTICS:	SO YOU SHOULD…
Concerned with being #1	Show them how to win, new opportunities
Think logically	Display reasoning
Want facts and highlights	Provide concise data
Strive for results	Agree on goal and boundaries, the support or get out of their way
Like personal choices	Allow them to "do their thing," within limits
Like changes	Vary routine
Prefer to delegate	Look for opportunities to modify their workload focus
Want others to notice accomplishments	Compliment them on what they've done
Need to be in charge	Let them take the lead, when appropriate, but give them parameters
Tendency towards conflict	If necessary, argue with conviction on points of disagreement, backed up with facts; don't argue on a "personality" basis

Communicating with the INFLUENCING Style

I CHARACTERISTICS:	SO YOU SHOULD…
Concerned with approval and appearances	Show them that you admire and like them
Seek enthusiastic people and situations	Behave optimistically and provide upbeat setting
Think emotionally	Support their feelings when possible
Want to know the general expectations	Avoid involved details, focus on the "big picture"
Need involvement and people contact	Interact and participate with them
Like changes and innovations	Vary the routine; avoid requiring long-term repetition by them
Want others to notice THEM	Compliment them personally and often
Often need help getting organized	Do it together
Look for action and stimulation	Keep up a fast, lively, pace
Surround themselves with optimism	Support their ideas and don't poke holes in their dreams; show them your positive side
Want feedback that they "look good"	Mention their accomplishments, progress and your other genuine appreciation

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Communicating with the STEADY Style

S CHARACTERISTICS:	SO YOU SHOULD…
Concerned with stability	Show how your idea minimizes risk
Think logically	Show reasoning
Want documentation and facts	Provide data and proof
Like personal involvement	Demonstrate your interest in them
Need to know step-by-step sequence	Provide outline and/or one-two-three instructions as you personally "walk them through"
Want others to notice their patient perseverance	Compliment them for their steady follow-through
Avoid risks and changes	Give them personal assurances
Dislike conflict	Act non-aggressively, focus on common interest or needed support
Accommodate others	Allow them to provide service or support for others
Look for calmness and peace	Provide a relaxing, friendly atmosphere
Enjoy teamwork	Provide them with a cooperative group
Want sincere feedback that they're appreciated	Acknowledge their easygoing manner and helpful efforts, when appropriate

Communicating with the CONSCIENTIOUS Style

C CHARACTERISTICS:	SO YOU SHOULD…
Concerned with aggressive approaches	Approach them in an indirect, nonthreatening way
Think logically	Show your reasoning
Seek data	Give data to them in writing
Need to know the process	Provide explanations and rationale
Utilize caution	Allow them to think, inquire and check before they make decisions
Prefer to do things themselves	When delegating, let them check procedures, and other progress and performance before they make decisions
Want others to notice their accuracy	Compliment them on their thoroughness and correctness when appropriate
Gravitate toward quality control	Let them assess and be involved in the process when possible
Avoid conflict	Tactfully ask for clarification and assistance you may need
Need to be right	Allow them time to find the best or "correct" answer, within available limits
Like to contemplate	Tell them "why" and "how

The first step to building stronger communication is awareness. By identifying how we are similar and different, we can make cognitive choices when interacting to create stronger, more engaged relationships.

Potential Areas for Improvement

Everyone has some possible struggles, limitations, weaknesses, or areas for improvement. Often it is simply an overextension of strengths, and thus, viewed as **weaknesses** or even **blind spots.**

For example, a High D's directness may be a strength in certain environments, but when overextended or used to the extreme, the High D may tend to be bossy.

*Select the two most important you are committed to improve upon and transfer them to the **Summary of Your Style** on page 15.*

Potential Weaknesses and Possible Blind Spots for Your C Style, Kevin, and Perceptions Others May Have for Your C Style.

- You may be overly defensive about your position, especially when faced with change or threats.
- You may require a complete explanation of details before making a decision.
- You may tend to withdraw ideas in order to avoid controversy.
- You may need to assert yourself more in team meetings, so that others can take your opinions into consideration.
- You do not like to make waves and thus may not be verbal with your feelings and opinions, especially if they run contrary to the group.
- You may allow yourself to get bogged down in the details, especially when the climate becomes pressured.
- You may tend to hesitate under intense pressure to make a proper decision.

Summary of Kevin Sweet's Style

Communication is a two-way process. Encourage others with whom you interact to complete their own DISCstyles Assessment (not necessarily the Career Management Report; select the version most appropriate for each person) and then share the Summary Sheets with one another. By discussing preferences, needs, and wants with your coworkers, those with whom you socialize, or even family members, you will be able to enhance these relationships and turn what might be a stressful relationship into a more effective one just by understanding and applying the DISCstyles information.

YOUR STRENGTHS: WHAT YOU BRING TO THE ORGANIZATION
1._____
2._____

YOUR WORK STYLE TENDENCIES
1._____
2._____

YOUR MOTIVATIONS (WANTS)
1._____
2._____

YOUR NEEDS
1._____
2._____

YOUR MOTIVATIONS: IDEAL WORK ENVIRONMENT
1._____
2._____

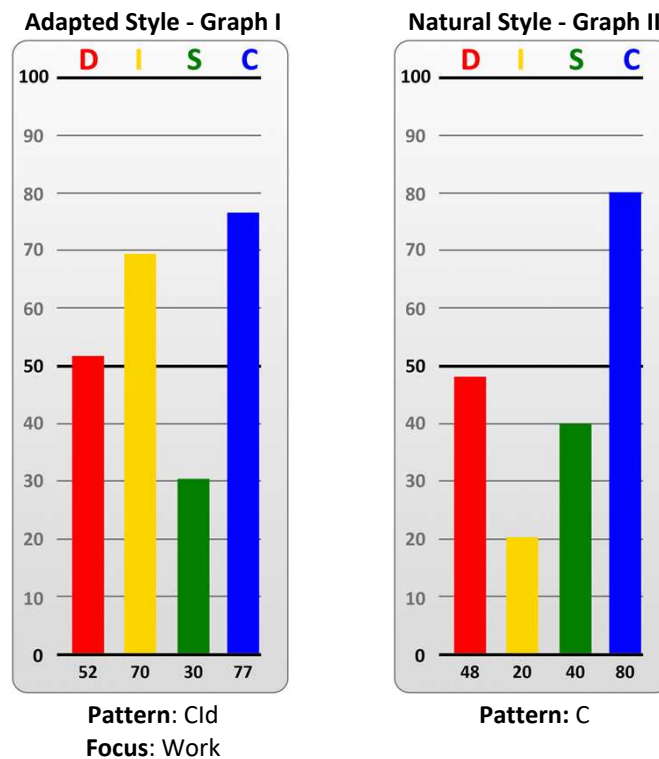## COMMUNICATION DO'S & DON'TS
1._____
2._____

POTENTIAL AREAS FOR IMPROVEMENT
1._____
2._____

Consider investing in the **DISC Summary Report** as a gift for the person or people you want to understand better through quality relationship strategies

DISCstyles Graphs for Kevin Sweet

Your Adapted Style indicates you tend to use the behavioral traits of the CId style(s) in your selected Work focus. Your Natural Style indicates that you naturally tend to use the behavioral traits of the C style(s).

Your Adapted Style is your graph displayed on the left. It **is your perception of the behavioral tendencies you think you should use in your selected focus** (work, social or family). This graph may change when you change roles or situations. The graph on the right is your Natural Style **and indicates the intensity of your instinctive behaviors and motivators**. It is often a better indicator of the "real you" and your "knee jerk," instinctive behaviors. This is how you act when you feel comfortable in your home environment and are not attempting to impress. It is also what shows up in stressful situations. This graph tends to be fairly consistent, even in different environments.

Adapted Style - Graph I

D	I	S	C
52	70	30	77

Pattern: CId
Focus: Work

Natural Style - Graph II

D	I	S	C
48	20	40	80

Pattern: C

If you have scores under 10 or over 90, these are extended scores where the behavior becomes a **_need_**. If expressing that behavior isn't possible, you'll likely create situations where that _behavioral need_ can be met.

If the bars are similar, it means that you tend to use your same natural behaviors in either environment. If your Adapted Style is different from your Natural Style, this may cause stress if over a long period of time. You are then using behaviors that are not as comfortable or natural for you.

The higher or lower each D, I, S, C point is on your graph, the greater or lesser your behavior impacts your results at work and with others around you. Once aware, you can adapt your style to be more effective. Can you change? Of course! You do it every day depending on your situations. However, permanent behavioral change comes only with awareness and practice.

Job Indicator Section

The career listing presented in this section are among the best-matched jobs to
YOUR Natural Communication Preferences and Behavioral Strengths (DISC Style)
and are derived from the latest issue of the *Occupational Information Network.*
(O*NET database developed for the US Department of Labor by the National O*NET Consortium.)
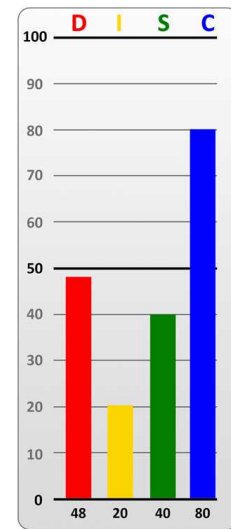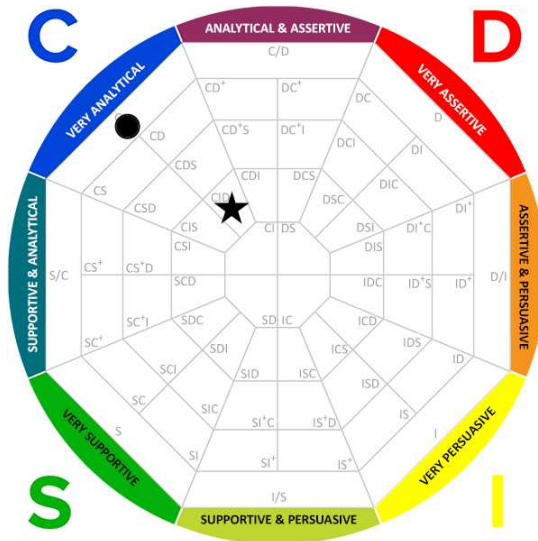
BPV Natural Segment # 71 ●

(C Pattern)

Broadly speaking, the basic DISC styles gravitate toward specific career categories.
Realizing that you are a **blend of styles, actual job titles** begin on the next page.

Task
Values privacy, Factual, Works with projects, things and plans, Non-expressive of feelings, Efficient

	C	**D**	
Slower-Paced Diplomatic Patient Co-operative Reserved Likes to sit and stay	**Accounting/Auditing Engineering Research and Development Quality Assurance/Safety Architecture Computer Programming**	**Entrepreneurs Sales – Full Commission Sales Management Legal/Litigation Operations Management Executive Administration**	**Faster-Paced** Outgoing Candid Voices opinions Shows confidence Likes to go and do
	S		
	Teaching/Education Finance/Economics Human Resources Administration/Support Services Retail – Customer Service Manufacturing	**Advertising/Marketing Public Relations Training/Public Speaking Sales/Promotions Hospitality/Tourism Retail – Sales**	**I**

People
Emotionally open, Animated, Huggers, Hand-shakers, Non-structured, Apt to use facial expressions

Disclaimer

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