



# DISC

## Improve Your Relationships – Collaboration Report

Report Comparing: **Sample Report** and **Sample2 Report2**

Date: **October 15, 2020**

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## Overview of the four basic DISC styles

**Sample**, below is an overview chart to help you better understand some of the characteristics of each of the Four Basic DISC Styles, so you can interact with **Sample2** and other DISC styles more effectively. DISC is quite useful in describing how a person behaves and is perceived in personal relationships.

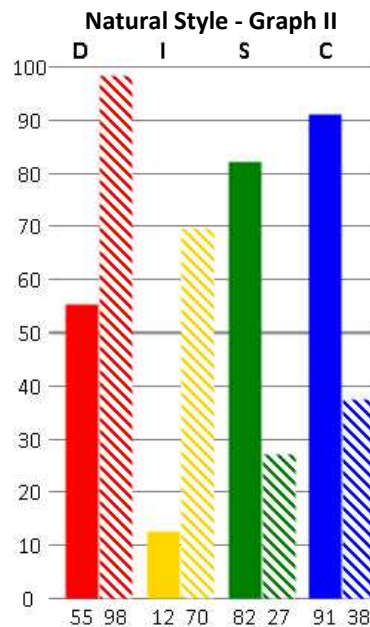
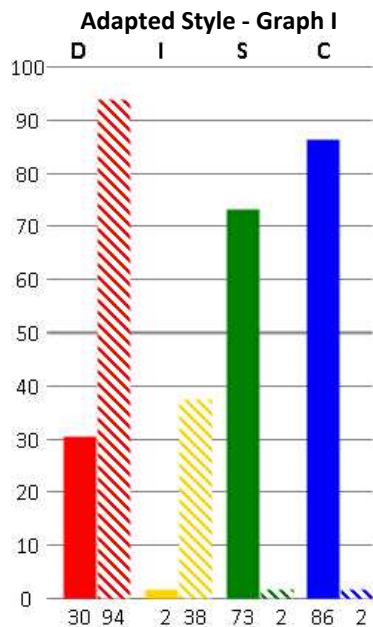
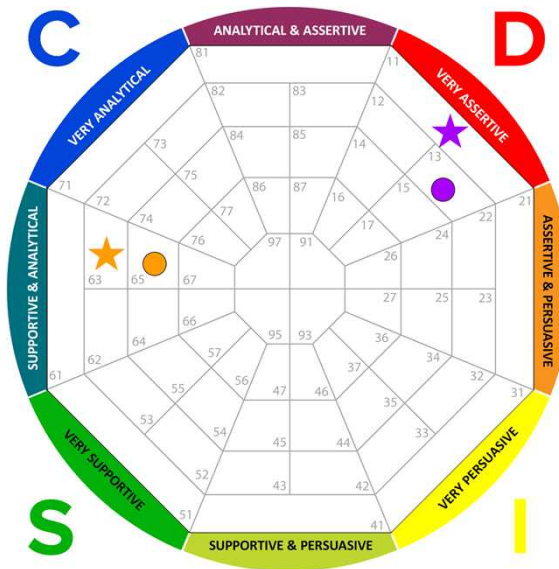
	HIGH DOMINANT STYLE	HIGH INFLUENCING STYLE	HIGH STEADY STYLE	HIGH CONSCIENTIOUS STYLE
<b>PACE</b>	Faster/Decisive	Faster/Spontaneous	Slower/Relaxed	Slower/Systematic
<b>PRIORITY</b>	Challenges	Attention	Relationships	Correctness
<b>SEEKS</b>	Productivity Control	Participation Applause	Acceptance Status Quo	Data And Proof Precision
<b>STRENGTHS</b>	Administration Leadership Problem Solver	Persuasive Motivator Optimistic	Good Listener Team Player Loyalty	Critical Thinker Accuracy Planning
<b>STRUGGLES</b>	Impatient Lacks Tact Poor Listener	Inattentive To Detail Short Attention Span Impulsive	Oversensitive Resists Change Slow To Act	Perfectionist Critical Unresponsive
<b>FEARS</b>	Being Taken Advantage Of	Loss Of Social Recognition	Little Time To Adjust To Change	Personal Criticism Of Their Work Efforts
<b>CONVERSATIONS</b>	Short, Fast, Abrupt	Spontaneous, Upbeat	Supportive, Friendly	Systematic, Nonverbal
<b>UNDER STRESS MAY BECOME</b>	Demanding Aggressive	Excitable Disorganized	Submissive Indecisive	Withdrawn Critical
<b>PLANNING</b>	Achieving The Plan	Promoting The Plan	Implementing The Plan	Structuring The Plan
<b>VOICE</b>	Strong, Clear Confident	Animated, Friendly, Much Inflection	Soft, Lower Volume, Warm	Monotone, Quiet, Precise
<b>WORKPLACE</b>	Efficient Stacks Of Papers Plaques & Awards	Messy Desk Photos & Sayings Many Post-Its	Comfortable Family Photos Team Awards	Stark & Structured Wall Charts/Calendar Latest Technology



## DISC scores of Sample and Sample2

This DISC Relationship Report shows how Sample and Sample2 interact with each other in order to help them develop a better relationship. Their DISC behavioral style is only one aspect within a relationship, but it is one of the most crucial elements, as it defines how they interact and communicate with each other.

- |   |   |
|---|---|
| <p><b>Sample Report</b></p> <ul style="list-style-type: none"> <li>● = Natural Behavioral Style</li> <li>★ = Adapted Behavioral Style</li> <li>▒ = Bar Graph</li> </ul> | <p><b>Sample2 Report2</b></p> <ul style="list-style-type: none"> <li>● = Natural Behavioral Style</li> <li>★ = Adapted Behavioral Style</li> <li>▒ = Bar Graph</li> </ul> |
|---|---|



## Classical DISC style overview

The behaviors of **Sample** and **Sample2** displayed on this page are a combination of the influence of each of the four major DISC factors. Typically, each person will have one or two (most often) of the DISC factors that are prominently displayed. What follows is a description of the classic relationship patterns along with some insights into how **Sample** and **Sample2** typically function in their day-to-day interpersonal dynamics. Their style is a baseline indicator that likely will be adapted by **Sample** and **Sample2** based upon the interpersonal dynamic of their relationship.

### Sample Report's DISC style: **Formalist**

#### Formalist Style Overview

Formalists rely upon procedure and structure in all aspects of life. They are detail oriented and seek perfection. They need to know the expectations and the timetable for their work. They can get bogged down in detail and will not rush important decisions. They will take a risk if they have the facts to support it. They may be initially suspicious of personal compliments, praise or flattery.

- **Emotional characteristic:** Internally focuses energy on holding themselves to exacting standards and doing things right; may appear reserved and restrained.
- **Goals:** To achieve stable and reliable accomplishments.
- **How others are valued:** The consistent ability to be precise and accurate.
- **Influences group:** Through detailed and accurate input to team efforts.
- **"Watch-out-for":** Rely too much on past procedures; can become rule bound.
- **When under pressure:** May revert to too much diplomacy and overly careful maneuvering.
- **Fears:** Aggressive, risky and confronting interactions; superficial personal relationships.

### Sample2 Report2's DISC style: **Results-Driven**

#### Results-Driven Style Overview

The Results-Driven style displays strong self-confidence that may be viewed as arrogance. They will pursue options that challenge them to achieve goals. They like difficult tasks, unique opportunities and seek positions of authority. They avoid constraints. Rules can be viewed as loose guidelines. They act quickly and can become impatient and critical with more methodical and analytical people. In the extreme, they can appear cool and abrasive to others.

- **Emotional characteristic:** High ego strength and single-minded intensity.
- **Goals:** Winning, achieving dominance and lack of restraints.
- **How others are valued:** Through ability to accomplish tasks quickly and keep pace.
- **Influences group:** Power of assertion and persistence to win.
- **"Watch-out-for":** Can become too impatient and seek the "I win - You lose" scenario.
- **When under pressure:** Critical and fault-finding; can overstep bounds and not contribute fully to the team direction if different than their own.
- **Fears:** That other will take advantage, appearing too accommodating or too slow to act.

The next three pages provide useful insights for **how you work with your partner to accomplish goals together**. These are the talents and tendencies you bring. When used in environments that you are most effective in, you are likely to be more satisfied and engaged in the relationship.

To improve your relationship, choose a few of the items that stand out to you and consider 1) how you might better structure your relationship to enable what motivates you, 2) how to leverage your strengths, and 3) how your tendencies might be helping or hindering the relationship.

## Strengths of Sample versus strengths of Sample2

**Sample** and **Sample2** likely display the strengths below rather consistently. For the most part, these qualities tend to enhance their interpersonal effectiveness. The big question is – how can **Sample** & **Sample2** best utilize their strengths together?

### Sample's strengths:

- Your partner may lean on you at times because of your complete knowledge of how specific things in the real world work.
- You are not an extremist and tend to be supportive of the relationship's efforts.
- You are tactful in explaining ideas that may impact the relationship.
- You take your responsibilities seriously and exercise your power in the relationship with a conscientious manner.
- You are a strong guardian of expectations for quality outcomes.
- You maintain a high degree of accuracy while keeping an eye toward the impact of timing.
- You are especially careful that there are no loose ends that may have been overlooked by your partner.

### Sample2's strengths:

- You are able to direct and motivate your partner while still being sensitive to their needs and concerns.
- You are able to jump into the middle of a crisis, get your partner on board, and make decisions quickly.
- You approach challenges in a forceful, direct, and bottom-line savvy manner.
- You're a cooperative partner who respects relationship routines and agreements.
- You have the ability to be both firm and friendly, as the situation demands.
- You are ready to take the credit or assume the blame for the results of your decisions.
- You have a strong ability to motivate and manage your partner through your optimistic attitude and firm defining of responsibilities.

## Relationship Style Tendencies

Relationship Style Tendencies provide useful insights as **Sample** and **Sample2** work together in their relationship. They are the talents and tendencies they each bring to the partnership. How do their relationship style tendencies mesh or clash?

### Sample's relationship style tendencies:

- You tend to judge your partner by objective standards and prefer to be evaluated yourself with exact criteria.
- Naturally time-sensitive, you keep a careful eye on the progress of things and maintain a keen awareness of timelines.
- You give careful consideration to all variables and input in an issue. This may take a bit more time, but it will yield a quality outcome.
- You are highly conscientious and can be relied on to follow through on responsibilities or agreed upon actions.
- You will take calculated, educated risks only after a thoughtful analysis of the facts and data, and after you have examined all options and potential outcomes.
- You tend to be restrained and reticent with your emotions. You may not be openly verbal in discussions with your partner unless asked for input, or if the topic is of high personal importance.
- You appreciate an occasional word of reassurance from your partner, as long as it is sincere.

### Sample2's relationship style tendencies:

- You expect your partner to keep up and maintain a rapid pace.
- You tend to express a very high sense of urgency on responsibilities and activities.
- You are motivated to be actively involved in everything the relationship accomplishes.
- You are self-confident and actively seek challenging goals for the relationship and yourself.
- You tend to be a very resourceful person -- well-networked and influential.
- You demonstrate foresight and strong organizational skills when planning for the "big picture."
- You want to achieve tangible, measurable, real-time results.



## Becoming Most Effective in Your Relationship

Everybody is motivated; however, they are motivated for their own reasons, not somebody else's reasons. By understanding each other's motivations, **Sample** and **Sample2** can create a relationship where they are most likely to be able to be self-motivated and motivate each other.

### **Sample** tends to be most effective in relationships that provide:

- An environment free of conflict and hostility.
- Clear lines of authority to make decisions for the couple, with minimal ambiguities.
- Activities that can be monitored from beginning to end.
- Sufficient time to adjust to changes.
- A close-knit group of people with whom you have developed mutual trust, rapport, and credibility.
- A sincere care for people outside the relationship.
- Established routines, practices, and methods.

### **Sample2** tends to be most effective in relationships that provide:

- Non-routine activities.
- A climate that supports innovative ideas.
- Opportunities to motivate your partner to achieve a goal.
- A broad bandwidth of operation and influence.
- A high degree of contact with people, and an abundance of problems to solve.
- Freedom from mundane, repetitive details.
- Social recognition for accomplishments.



## Communication Tips for Your Partner

The following suggestions can help **Sample** and **Sample2** understand and be aware of each other's unique communication preferences. To use this information effectively, share it with each other and discuss your communication preferences to form a more productive, less stressful relationship.

### When communicating with **Sample**, **DO**:

- Present your ideas and opinions in a non-threatening way.
- Be certain that the information you have is credible.
- Be sensitive to possible areas of disagreement because Sample may not be verbal about them.
- Give Sample time to verify the issues and potential outcomes.
- Providing instructions for multifaceted tasks in writing.
- Both you and Sample need to complete your share of the homework.
- Provide assurances about Sample's input and decisions.

### When communicating with **Sample**, **DON'T**:

- Don't be rude, abrupt, or too fast-paced in your delivery.
- Don't offer promises that you can't keep.
- Don't fail to follow through. If you say you're going to do something, do it.
- Don't make decisions for Sample.
- Don't rush the issues or the decision-making process.
- Don't be vague about what's expected of the couple.
- Don't leave an idea or plan without backup support.

### When communicating with **Sample2**, **DO**:

- Be prepared to handle some objections.
- Be efficient: Hit the major points first.
- Plan to talk about things that support Sample2's dreams and goals.
- Motivate and persuade Sample2 by pointing out objectives and expected results.
- Put details in writing, but don't plan on discussing them too much.
- Join in with some name-dropping and talk positively about people and their situations.
- Be specific about what's needed, and who is going to do it.

### When communicating with **Sample2**, **DON'T**:

- Don't ask rhetorical or useless questions to make a point.
- Don't be overly task-oriented.
- Don't leave decisions hanging in the air. Be certain all decision points have reached closure and action plans are the result.
- Don't speculate wildly without factual support.
- Don't leave loopholes or vague issues hanging in the air.
- Don't get bogged down in the minutiae of facts and figures.
- Don't forget or lose things necessary for an activity to proceed.

## Struggles of **Sample** versus struggles of **Sample2**

Everyone has their own personal struggles, limitations, or weaknesses. Often, it's simply **an overextension of our strengths which may become a weakness**. For example, ambition may be a strength when focused on improving a relationship, but when overextended to goals outside the relationship, an ambitious partner may neglect their significant other.

As you consider ways to continue to improve the items below to be a better partner, we recommend you **focus on no more than two at a time**, practice and strengthen them, and then choose another area to focus on and improve. Consider which one or two you would like to focus on first.

### **Sample's** struggles:

- You could benefit from a greater degree of self-confidence and an increased sense of urgency to accomplish activities quickly.
- You may tend to spend more time than necessary on certain details, for fear of being seen as underprepared.
- You could broaden your perspective on relationships by interacting with a wider variety of people.
- You may sometimes overthink or overexert yourself on routine activities.
- You may sometimes use facts, figures, and details as a "security blanket" to avoid confrontation or hostility.
- You may be perceived as slow in making decisions and tentative when it comes to making changes.
- You could demonstrate a bit more spontaneity and take yourself a bit less seriously.

### **Sample2's** struggles:

- You may tend to make decisions without consulting your partner, and without sharing information after the decision is made.
- A combination of ego and optimism may lead you to act too impulsively at times.
- You could get better results from your partner by exercising a greater degree of patience.
- You may become impatient when your partner does not give you proper attention and recognition.
- You tend to be a selective listener, hearing only what you want to hear.
- You may oversell your partner on relationship goals or activities and your mutual ability to achieve them.
- Your sense of urgency, coupled with your strong ego and optimism, may cause you to overstep your authority in the relationship.



## 12 Behavioral Tendencies – Summary

The primary styles - **D, I, S, and C** - are each influenced by the other three styles in our behavioral expression. Each person is not just one of these styles, rather a result of all four combining and affecting each other. The following behavioral tendencies are scored based on the way the DISC styles combine and influence one another. On this page you'll see all 12 Behavioral Tendencies in Summary for both individuals, and the following pages deliver more detail about each of these measurements.

When comparing the results, be aware that neither person is right nor wrong in their behavior. These behavioral tendencies can be alike or different, but as long as both people understand how they will each behave, interactions can be mutually beneficial.

Behaviors	Sample	Sample2
<b>Self-Reliance</b> <i>How this individual works within a team.</i>	Directive	Directive
<b>Personal Drive</b> <i>How this individual's own goals move things forward.</i>	Others-driven	Self-Driven
<b>Providing Instruction</b> <i>How this individual dictates directions and expectations.</i>	Reserved & Detailed	Directive & Compulsive
<b>Building Rapport</b> <i>How this individual focuses when interacting with others.</i>	Results-Focused	Results-Focused
<b>Customer &amp; Team Interaction</b> <i>How this individual engages with customers and stakeholders, internal and external.</i>	Supporting	Engaging
<b>Expressing Openness</b> <i>How this individual is most comfortable expressing themselves.</i>	Structural	Social
<b>Change Resistance</b> <i>How this individual resists engaging with change.</i>	Reluctant to Change	Drives Change
<b>Careful Decision Making</b> <i>How this individual approaches decisions and actions.</i>	Cautious	Impulsive
<b>Work Process Alignment</b> <i>How this individual focuses on process to follow through on work.</i>	Situational	Situational
<b>Prioritizing</b> <i>How this individual determines the order for dealing with items or tasks based on established rules and structure.</i>	Rules	Results
<b>Reasoning</b> <i>How this individual uses evidence to think through and solve problems.</i>	Evidence-based	Intuition-based
<b>Accuracy</b> <i>How this individual focuses on correctness and exactness.</i>	Situational	Situational



## 12 Behavioral Tendencies – Details & Graphs

For each of the 12, you will see a graph and personalized statement for each person based on the Natural style tendencies. The scores and statements reveal which style combinations are most observable and describe how each person will express the tendency based on their individual DISC blend.

### Interpretation Notes:

- Frequency Observed:** The behavioral tendencies are presented in the order from Most Frequently Observed to Least Frequently Observed.
  - HI – Clearly observed in most situations, seen more often
  - HM – Frequently observed in many situations
  - MOD – May or may not be observed depending on the situation
  - LM – Sometimes observed in some situations
  - LOW – Absence of the behavior in most situations
- Direction of your score** – As the graph moves to the right or left, it shows how each person will likely express the behavior. If the graphs are near the center, the result is a balancing behavioral effect that will depend on the situation.
- General Population Comparison** – The **blue box** represents the general population in this behavioral tendency. Approximately 68% of people score in this range.

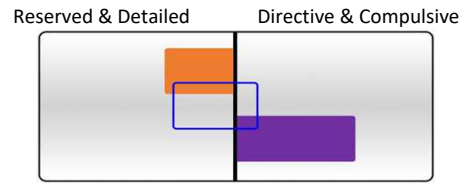
	Situational
<p style="text-align: center;"><b>Self-Reliance</b></p> <p><b>Sample (HM):</b> You are quite results driven, focused on accomplishing things quickly and efficiently and are likely to do so mostly independently and directionally. You will likely do your best work independently when you can manage your productivity and efficiency autonomously. Be sure you are not distancing yourself too much.</p> <p><b>Sample2 (HM):</b> You are quite results driven, focused on accomplishing things quickly and efficiently and are likely to do so mostly independently and directionally. You will likely do your best work independently when you can manage your productivity and efficiency autonomously. Be sure you are not distancing yourself too much.</p>	
<p style="text-align: center;"><b>Personal Drive</b></p> <p><b>Sample (LM):</b> Your determination is somewhat steady, supportive and less urgent, considering relationship consequences before acting. You will likely be driven to action based on the expectations of others which may mean you take on more than your fair share or stretch yourself too thin when you make commitments.</p> <p><b>Sample2 (HI):</b> You are self-determined, focused on taking immediate actions that achieve immediate results and goals. You will likely be driven to action based on your own needs and motivations and are likely a self-starter. Be aware that it can be appropriate to support and help others as well.</p>	

**Situational**

**Providing Instruction**

**Sample (LM):** You are more likely to precisely follow established structural and procedural guidelines, and are aware of the need for accuracy and compliance to certain guidelines and protocol. Sometimes, bending the rules slightly is important to getting the best results.

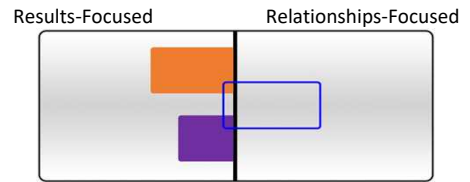
**Sample2 (HI):** You are somewhat direct and results-focused, and may prefer to set the course and direct others, rather than following the set expectations. Engaging with others for additional thoughts and perspectives can lead to better outcomes.



**Building Rapport**

**Sample (LM):** You are somewhat results driven in your interactions, preferring not to connect socially unless there is a specific outcome or purpose. You are more likely to focus on results with a desire to reach a goal or complete a task, rather than connecting or building relationship. Remember, others may like to get to know you more when working together.

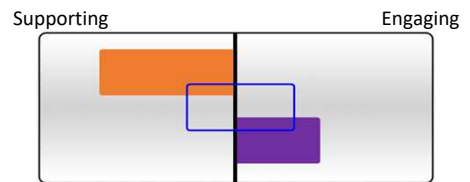
**Sample2 (LM):** You are somewhat results driven in your interactions, preferring not to connect socially unless there is a specific outcome or purpose. You are more likely to focus on results with a desire to reach a goal or complete a task, rather than connecting or building relationship. Remember, others may like to get to know you more when working together.



**Customer & Team Interaction**

**Sample (LOW):** You are consistently providing optimal support, bringing a grounding and calming presence to others, and providing the best care possible for their needs to build trust and confidence and rapport. You are more likely to do whatever you can to make sure others are taken care of and get what they require. It is important to also be attentive to the needs of the business too.

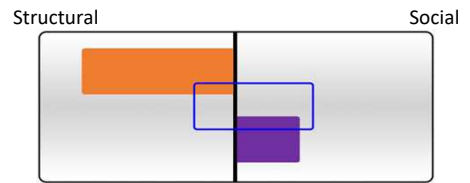
**Sample2 (HM):** You are somewhat engaging, charming, persuasive, and influential, often connecting with others in a way that builds trust and confidence. You are more likely to focus on engaging with the others to create a relationship, interacting with them to build a friendship to ensure they will come back to work with you directly. Sometimes business should be just business.



**Expressing Openness**

**Sample (LOW):** You are very comfortable when focused on the structure, detail and accuracy requiring adequate time for planning and consideration of consequences before acting. You are likely to be more confident with data, information and procedures that ensure precision. Remember, there are times when creating connection with others can boost your success as well.

**Sample2 (HM):** You are somewhat comfortable when interacting with others, quick paced and focused on personal connections, and may tend to elaborate to engage with others. You are likely to be most confident and comfortable when interacting with others, and are likely to trust information passed along through people you trust. Remember, sometimes having the support documentation is important too.

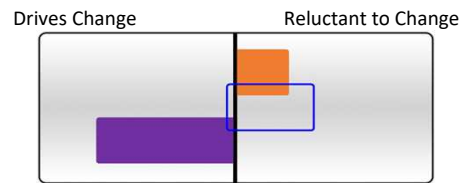


**Situational**

**Change Resistance**

**Sample (HM):** You are somewhat change oriented as long as you can prepare for it and understand the expectations associated as well as the reasons for the needed adjustments. You are likely to respond/interact in change by building understanding first, and then planning how to successfully navigate what may come. You won't always have time to fully prepare so flexibility and openness can be a benefit

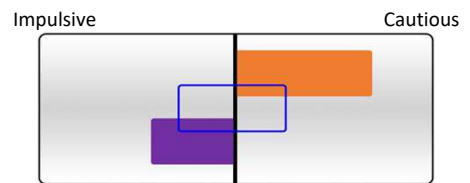
**Sample2 (LOW):** You can be resolute and determined in times of change, desiring to have the authority to command and direct activities and reach immediate results and solutions. You are likely to respond/interact in change by driving action and facing it head on as it comes. You may even want to change things just to see how it can be different. Sometimes keeping things consistent is good too.



**Careful Decision Making**

**Sample (HI):** You are deliberate and cautious, taking time for thorough, careful consideration of risks and benefits ensuring that you are prepared for any outcome. You are likely to approach decisions with thoughtfulness often weighing pros and cons before moving forward. There are times when it can be appropriate to do what feels right. Don't let logic be the only ruler.

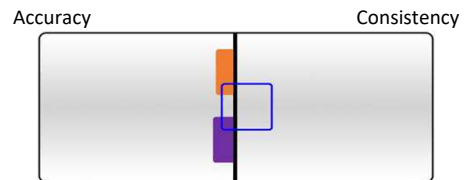
**Sample2 (LM):** You are somewhat impulsive based on feelings rather than taking the time to consider the risks and consequences. You are likely to make decisions spontaneously and emotionally, trusting your gut and going with what feels right. Sometimes it is important to see if it makes sense too, not just feels good.



**Work Process Alignment**

**Sample (MOD):** Your process and follow through is balanced between keeping things methodical and steady and upholding quality standards to be sure what you are doing is accurate and precise. There may be times when you process information and then follow through based on an equal emphasis on accuracy and consistency. These two, when balanced, will ensure great outcomes.

**Sample2 (MOD):** Your process and follow through is balanced between keeping things methodical and steady and upholding quality standards to be sure what you are doing is accurate and precise. There may be times when you process information and then follow through based on an equal emphasis on accuracy and consistency. These two, when balanced, will ensure great outcomes.



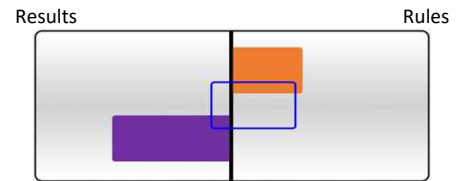


**Situational**

**Prioritizing**

**Sample (HM):** You often focus on following established structural and procedural guidelines to ensure high-quality outcomes with great importance on accuracy, order and precision. You are likely to prioritize the rules rather than the results. While the rules and procedures are a key component to success and what should take precedence, be sure you know what the end result should be.

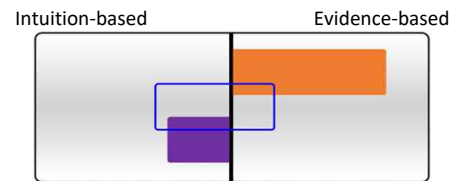
**Sample2 (LOW):** You frequently focus specifically and directly on results now and take actions that target immediate accomplishments, likely unconcerned with the established guidelines. You will likely prioritize and focus on the results and the bottom line. While the end result is certainly a key component of what should take priority, be sure you are also aware of the rules and constraints of your situation.



**Reasoning**

**Sample (HI):** You frequently rely on data and evidence to ensure decisions reflect the right thing to do, and will seek comprehensive verification to determine precise and accurate judgments. You are likely think through things with careful and thoughtful consideration, often weighing risks and examining the proof and data to make decisions. Remember, the brain and the heart together make a great team.

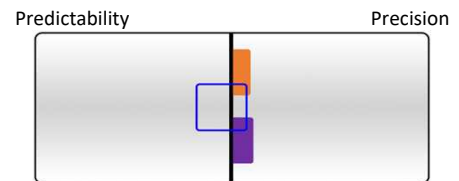
**Sample2 (LM):** You often rely on your feelings and interactions with others to make decisions, choosing what is likely to be social acceptable. You are likely to think things through based on emotions over logic, trusting your gut. Be aware that balanced thinking looks at both the emotions and the logic.



**Accuracy**

**Sample (MOD):** Your plans are a combination of careful deliberations to ensure quality outcomes, and systems and processes that allow forward movement in a steady environment. You are likely aware of both predictability and precision when making plans. You will have more positive outcomes when using balanced planning.

**Sample2 (MOD):** Your plans are a combination of careful deliberations to ensure quality outcomes, and systems and processes that allow forward movement in a steady environment. You are likely aware of both predictability and precision when making plans. You will have more positive outcomes when using balanced planning.



## So Now What?

This report is filled with information about **Sample's** and **Sample2's** style and how each, with the in-depth knowledge of each other's behavioral preferences can work better together as a well-oiled team.

There are many suggestions in this report for **Sample** and **Sample2** to apply these behavioral style tips to improve their relationship, avoid stressful behaviors and practice conflict resolution, if and when needed.

Don't put this report on a shelf or in a file. It is important to use this information to open up a meaningful dialogue with each other to improve all your relationship. Use this report as a reference tool. There is a lot of information in it and it is not meant to be digested in just one reading.

Have fun with making a few minor changes in your behavior and experience the results. You might be surprised! Remember The Platinum Rule®: "Treat others the way THEY want to be treated." You will have much more success in all your relationships, not just with each other!

## Disclaimer

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