



DISC Collaboration

An Evaluation of Behavioral Style Comparisons

Report Comparing: [Sample Report](#) and [Sample Report](#)

Date: **February 13, 2024**

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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 **Sample** and other DISC styles more effectively. DISC is quite useful in describing how a person behaves and is perceived in personal, social and work environments.

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UNDER STRESS MAY BECOME	Demanding Aggressive	Excitable Disorganized	Submissive Indecisive	Withdrawn Critical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

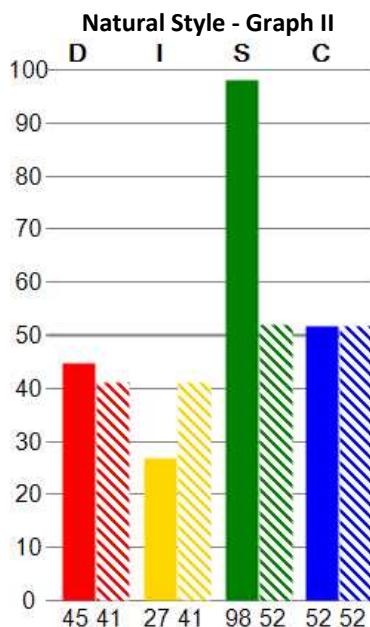
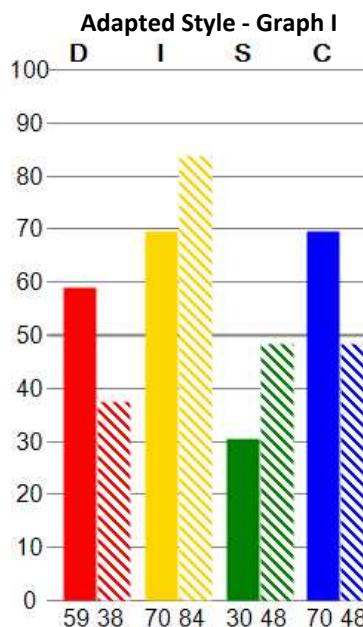
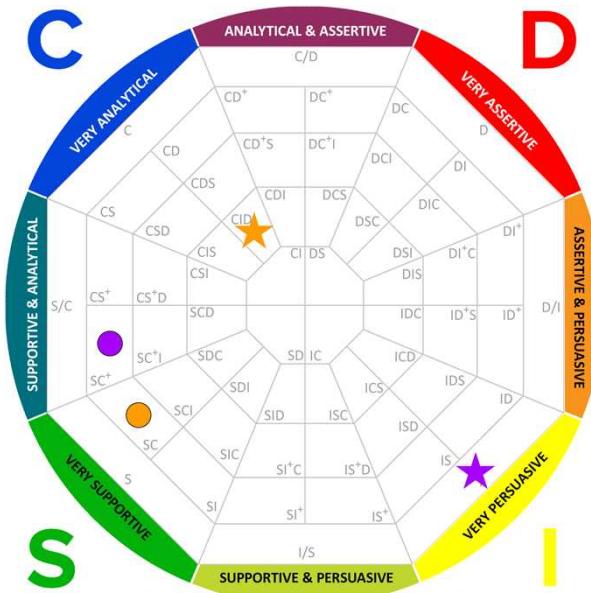
This DISC Collaboration Report shows how **Sample** and **Sample** interact with each other in order to help them develop a better working relationship. Their DISC behavioral style is only one aspect within a working relationship, but it is one of the most crucial elements, as it defines how they interact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

Sample Report

- = Natural Behavioral Style
- ★ = Adapted Behavioral Style
- ▨ = Bar Graph

Sample Report

- = Natural Behavioral Style
- ★ = Adapted Behavioral Style
- ▨ = Bar Graph



Classical DISC style overview

The behaviors of **Sample** and **Sample** 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 workplace patterns along with some insights into how **Sample** and **Sample** typically function in their day-to-day interpersonal dynamics. Their style is a baseline indicator that likely will be adapted by **Sample** and **Sample** based upon the interpersonal dynamic of their relationship.

Sample Report's DISC style: Examiner

Examiner Style Overview

Examiners demonstrate a high degree of follow-through on their projects. They also bring an awareness of quality control and a need to focus on direction. This combination drives a high level of persistence, especially in complex and technical environments. Examiners prefer factual data presented in logical ways when they are in decision mode. They are good at working in solitary ways and don't have a need for high engagement with others. As a result, they may need to be encouraged to share their ideas with the team.

- **Personal direction:** Focuses on specific goals and the details necessary to reach them
- **Strengths offered:** Can work in a solitary way or with others of equal quality alignment
- **General characteristics:** Ability to handle complex roles that require follow-through and detailed attention
- **Contributions to others:** High degree of follow-through and focus on progressing toward goals
- **Getting along with others:** Appreciates data, logic, and clear information from others
- **When stressed:** May be non-demonstrative with others, but retain thoughts and feelings of disappointment
- **Keep in mind:** Can become undiplomatic and question others' motives
- **Additional notes:** High goal orientation and direction, but may need to increase interaction with others to find greatest effectiveness

Sample Report's DISC style: Formalist

Formalist Style Overview

Formalists bring a remarkable sense of attention to detail, precision, and maintaining stability within their empowerment boundaries. Given clear expectations, a timeline, and quality resources, Formalists will deliver quality results. They are cautious risk-takers and will move forward only when facts, details, and logic point the way. While they may not be outwardly verbal, they provide deep critical thinking behind their decisions. They should be encouraged to contribute their ideas and analysis to others more openly.

- **Personal direction:** Focus on reaching goals in a steady, reliable way
- **Strengths offered:** Will embrace and support high-quality results, including the important details, to reach goals
- **General characteristics:** Driven by high degree of detail awareness and follow-through on tasks and projects
- **Contributions to others:** Thorough, detailed, and accurate input to others' efforts and goals
- **Getting along with others:** Focuses on stability and accuracy of tasks completed
- **When stressed:** May engage in overly-cautious maneuvering and revert to too many negotiations
- **Keep in mind:** May rely too much on old ways of doing things and be hesitant to accept new methods
- **Additional notes:** High degree of accuracy and follow-through, but may bog down in details as a safety blanket

Strengths of Sample versus strengths of Sample

Sample and Sample 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 & Sample best utilize their strengths when working together?

Sample's strengths:

- You demonstrate a high degree of expertise in the operations which you choose to perform.
- You are able to provide factual, authoritative, and objective communication on topics to which you have given proper intellectual consideration.
- You are able to assimilate complex information and develop conclusions based on data, rather than emotions.
- You always follow through, with a strong emphasis on completeness.
- You excel at solving technical or abstract problems and are at your best when dealing with multi-faceted processes.
- You provide excellent support and expertise to challenging problems and assignments.
- You tend to be patient in working with others.

Sample's strengths:

- You maintain a high degree of accuracy while keeping an eye toward project deadlines.
- You are tactful in explaining ideas that may impact others on the team.
- You take your responsibilities seriously and exercise your authority in a sincere and conscientious manner.
- You are not an extremist and tend to be supportive of team efforts.
- You are patient in working with others on the team and demonstrating detailed methods for completing a project.
- You may be sought after by other members of the team because of your complete knowledge of processes and procedures.
- You are especially careful that there are no loose ends on a project that may have been overlooked by others.

Work style tendencies

Work Style Preferences provide useful insights as **Sample** and **Sample** work together on a team or project. They are the talents and tendencies they each bring to the job. How do their work style tendencies mesh or clash?

Sample's work style tendencies:

- You are able to research into a variety of complexities and emerge with new facts that can be of value in future decision making.
- You show a high degree of tenacity and follow-through in complex and detailed activities.
- You are able to demonstrate independence from the team and take your own path, based on analysis of the facts and data.
- You persuade others on the team through perseverance and determination to get the project completed.
- You have a need to see projects reach completion and closure and will work hard to ensure success along the way.
- You demonstrate patience in working with people, but also maintain a bit of an emotional distance from others on the team.
- You provide a very realistic approach to projects and ideas.

Sample's work style tendencies:

- You persuade others on the team by careful attention to detail, and through facts, data, and logic.
- You give careful consideration to all variables and input on a project. This process may take a bit more time, but it will yield a quality outcome.
- You demonstrate a strong need for perfection and detail orientation.
- 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 set high performance standards for yourself and others, and expect everybody to meet those standards.
- You tend to judge others on the job by objective standards and prefer to be evaluated yourself in the same way.
- You appreciate an occasional word of reassurance from your supervisor or board, as long as it is sincere input.

Motivations – Ideal environments

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

Sample tends to be most effective in environments that provide:

- A minimum of conflict, hostility, pressure, or sudden change.
- Freedom from constraints, direct supervision, and process bottlenecks.
- The ability to work independently with no interruptions.
- A close association with a small group or team, rather than a shallow association with a large number of people.
- A culture that encourages open expression and dialogue of ideas and creativity.
- A job culture in which your critical thinking skills can be maximized.
- A direct, detailed approach to what needs to be done on a project.

Sample tends to be most effective in environments that provide:

- Support for your critical thinking skills, and encouragement to make decisions based on logic over emotion.
- Highly specialized assignments and technical areas of responsibility.
- Clear lines of authority and areas of responsibility, with minimal ambiguities.
- Identification with the team or greater organization.
- A workplace relatively free of interpersonal conflict and hostility.
- A close-knit group of people with whom you have developed mutual trust, rapport, and credibility.
- Freedom from intensely pressured decisions.

Communication plans

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

When communicating with **Sample**, DO:

- Give Sample time to verify the issues and assess potential outcomes.
- Approach issues in a straightforward, direct and factual way.
- Give Sample the opportunity to express opinions and make some of the decisions.
- List pros and cons to suggestions you make.
- Be certain that individual responsibilities are clear, and that there are no ambiguities.
- Take your time; be precise and thorough.
- Ask 'how' oriented questions to draw out Sample's opinions.

When communicating with **Sample**, DO:

- List pros and cons to suggestions you make.
- Approach issues in a logical, straightforward, and factual way.
- Be candid, open, and patient.
- Be certain that individual responsibilities are clear, and that there are no ambiguities.
- Assure Sample that there won't be any unexpected surprises.
- Be sensitive to possible areas of disagreement as Sample may not be verbal about them.
- Outline individual tasks and responsibilities in writing.

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

- Be domineering or demanding.
- Manipulate or bully Sample into agreement.
- Be rude, abrupt, or too fast-paced in your delivery.
- Engage in rambling discussion, and waste Sample's time.
- Be sloppy or disorganized.
- Try to develop "too close" a relationship, especially too quickly.
- Threaten with position or power.

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

- Rush the issues or the decision-making process.
- Offer promises that you can't keep.
- Leave things up in the air, or decide by chance.
- Offer assurances and guarantees that you can't fulfill.
- Be vague about what's expected of the group.
- Leave an idea or plan without backup support.
- Fail to follow through. If you say you're going to do something, do it.

Struggles of Sample versus struggles of Sample

Everyone has possible struggles, limitations or weaknesses. Oftentimes, it is simply an overextension of their strengths that may become a weakness. **Sample's** and **Sample's** struggles are listed below. It's best if they read through their list and identify the one or two struggles with which they are having the most difficulty. Then, they can look back at their strengths page and see if they have a strength that might help a struggle?

Sample's struggles:

- You may affect morale with your tendency to focus on results over attention to team members. You may need to take a softer approach at times.
- You can sometimes be blunt, opinionated and inflexible when asked to make sudden changes without prior warning or consideration.
- You may be indecisive at times and need help learning to set priorities.
- You may provide a false sense of buy-in to others on the team, then sometimes resist passive-aggressively.
- You may take some criticism personally, even if it was directed at a work process and not you.
- You could project a bit more enthusiasm at times. This is necessary for building team spirit and morale.
- You may dispense strong criticism, and even sarcasm, when others don't measure up to your standards.

Sample's struggles:

- You could demonstrate more flexibility regarding new ideas and innovations.
- You may be perceived by others as private, guarded, shy, and undemonstrative.
- You may tend to spend more time than necessary on certain details, for fear of being seen as underprepared.
- You may be too tightly bound to established procedures and tradition, even as more efficient and effective methods become available.
- You could demonstrate a bit more spontaneity and take yourself a bit less seriously.
- You may sometimes overthink or overexert yourself on standard or routine procedures.
- You could benefit from a greater degree of self-confidence and an increased sense of urgency to accomplish activities on a tighter timeline.

Worksheet: Collaboration strategy

The majority of all people have differences in their behavioral styles. Therefore, it is natural to experience both harmonious and stressful situations when we work with others. You can have the greatest respect and/or loving feelings for a person, but sometimes the collaboration does not work completely painlessly. If the tension is stress-related, the use of Platinum Rule® may be helpful - treat others the way they want to be treated.

Fill in the worksheet below to gain insight into your respective basic styles. Then discuss what you can do to reconcile your similarities and adjust your behavior to reduce stress as you experience differences. This forms your cooperation strategy to get the most effective cooperation possible. Good luck!

OUR STYLES

Name: **Sample**

Strengths: _____

Work style tendencies: _____

Ideal environments: _____

Communication plans: _____

Struggles: _____

Name: **Sample**

Strengths: _____

Work style tendencies: _____

Ideal environments: _____

Communication plans: _____

Struggles: _____

OUR COLLABORATION STRATEGY:

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.

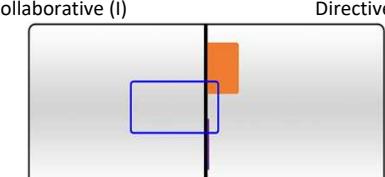
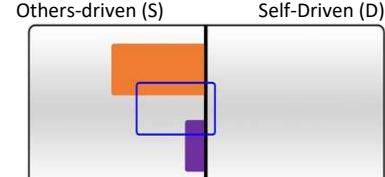
Behaviors	Sample	Sample
Self-Reliance <i>How this individual works within a team.</i>	Situational	Situational
Personal Drive <i>How this individual's own goals move things forward.</i>	Others-driven (S)	Situational
Providing Instruction <i>How this individual dictates directions and expectations.</i>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

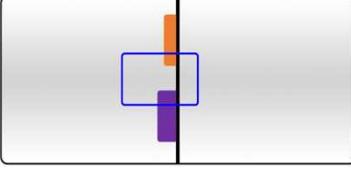
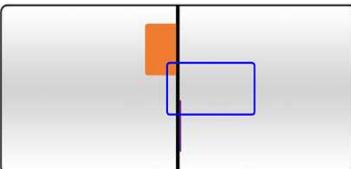
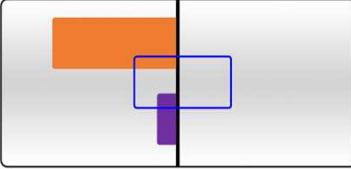
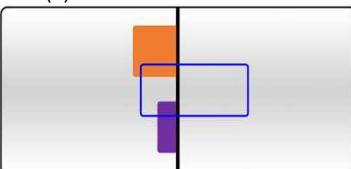
12 Behavioral Tendencies – Details & Graphs

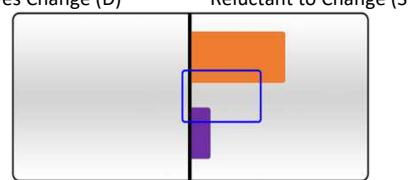
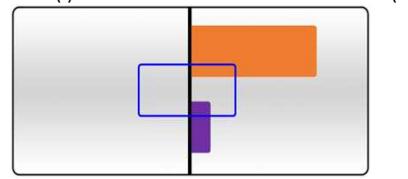
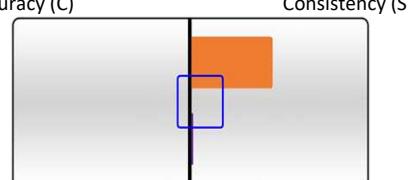
For each of the 12, you will see a graph and personalized statement for each person based on the Natural style tendencies. The scores and statements reveal which style combinations are most observable and describe how each person will express the tendency based on their individual DISC blend.

Interpretation Notes:

1. **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
 2. **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..
 3. **General Population Comparison** – The **blue box** represents the general population in this behavioral tendency. Approximately 68% of people score in this range.

	Situational
Self-Reliance	
Sample (MOD): You balance results and interaction, getting things done efficiently, but also involving others to get this accomplished as effectively as possible. You are likely to be productive and efficient whether working independently or in collaboration with others, depending on the circumstances and variables of the work.	
Personal Drive	
Sample (LM): 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.	
Sample (MOD): Your determination is balanced between a self-driven and others-driven approach, focusing on actions to achieve results with awareness of risks and consequences of actions. You are likely driven by both a desire to meet your own needs and motivations, and support and help others in the process.	

		Situational
Providing Instruction	<p>Sample (MOD): You are able to balance the desire to set the expectations or uphold the protocol based on the situation and what is most relevant. You may follow the established structural and procedural guideline if they support the objectives. Keep in mind that sometimes this may come through as difficult for styles that are less focused on tasks and more focused on relationship.</p> <p>Sample (MOD): You are able to balance the desire to set the expectations or uphold the protocol based on the situation and what is most relevant. You may follow the established structural and procedural guideline if they support the objectives. Keep in mind that sometimes this may come through as difficult for styles that are less focused on tasks and more focused on relationship.</p>	 <p>Reserved & Detailed (C) Directive & Compulsive (D)</p>
Building Rapport	<p>Sample (MOD): Your interactions are driven by both a desire to connect with others socially, and to get the work done and reach results. If you can do both at once, that's great!</p> <p>Sample (MOD): Your interactions are driven by both a desire to connect with others socially, and to get the work done and reach results. If you can do both at once, that's great!</p>	 <p>Results-Focused (D) Relationships-Focused (I)</p>
Customer & Team Interaction	<p>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.</p> <p>Sample (MOD): You can be engaging and persuasive while providing support and stability in your interactions with others. You are likely to balance the needs of others, creating a relationship and ensuring their needs are met. This can effectively create loyal and trusting relationships.</p>	 <p>Supporting (S) Engaging (I)</p>
Expressing Openness	<p>Sample (LM): You are somewhat comfortable when focused on the structure, detail and accuracy preferring some time for planning and consideration of consequences before acting. You are likely to be more confident with data, information and procedures that ensure accuracy and precision. Remember, there are times when creating connection with others can boost you up as well.</p> <p>Sample (MOD): Your comfort is balanced between your ability to interact with others and build personal connections, while still maintaining a focus on structure, detail and accuracy, and you may struggle with maintaining a consistent pace or focus. You can be confident with both social interactions and information to support your perspective.</p>	 <p>Structural (C) Social (I)</p>

	Situational
<p style="text-align: center;">Change Resistance</p> <p>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</p> <p>Sample (MOD): You can be slow to accept or embrace change or more committed to your own thoughts and ideas during times of change, depending on the level of risk and expected outcome. There may be times when you actively accept and engage in change and other times you feel like more information and planning would be beneficial. You are likely to be on board, as long as things make sense.</p>	 <p>Drives Change (D) Reluctant to Change (S)</p>
<p style="text-align: center;">Careful Decision Making</p> <p>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.</p> <p>Sample (MOD): You balance careful attention and consideration of risks, but may also act more impulsively, going with your gut and intuition. Your decisions can be based on a balanced approach of logic and emotion where you will do what feels right and also what makes sense while being attentive to risks.</p>	 <p>Impulsive (I) Cautious (S)</p>
<p style="text-align: center;">Work Process Alignment</p> <p>Sample (HM): Your process and follow through is often driven by a desire to keep things consistent and moving forward at a methodical, steady pace. You are likely to process information and follow through with consistency and predictability as your focus. Don't forget that accuracy is an important part of reliability and stability.</p> <p>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.</p>	 <p>Accuracy (C) Consistency (S)</p>

		Situational
<h3>Prioritizing</h3> <p>Sample (MOD): You are attentive to established guidelines to ensure high-quality results now and are focused on actions that target immediate accomplishment. You likely balance both rules and results when prioritizing, recognizing that both have significance in a successful experience and outcome.</p> <p>Sample (MOD): You are attentive to established guidelines to ensure high-quality results now and are focused on actions that target immediate accomplishment. You likely balance both rules and results when prioritizing, recognizing that both have significance in a successful experience and outcome.</p>		
<h3>Reasoning</h3> <p>Sample (HM): You often rely on data and evidence to ensure decisions reflect the right thing to do, and will seek verification to make complete 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.</p> <p>Sample (MOD): You may rely somewhat on your feelings and interactions with others to make decisions, and choose what is likely to be considered acceptable but will seek to back up judgments with evidence and verification. When reasoning, you likely rely on a balanced approach of logic and emotion, and look at the circumstances with a logical perspective and also paying attention to what feels right.</p>		
<h3>Accuracy</h3> <p>Sample (LM): Your planning often focuses on keeping processes and systems as predictable and steady as possible to support others in understanding and reaching the best outcome. You are likely to focus on risk-aversion when planning. Predictability and consistency are incredibly important when taking things from start to finish, but remember correctness is important too.</p> <p>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.</p>		

So Now What?

This report is filled with information about **Sample's** and **Sample'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 **Sample** to apply these behavioral style tips to improve their working 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

There are no warranties, express or implied, regarding the online DISCstyles assessment. You assume full responsibility, and the authors & assessment company and their agents, distributors, officers, employees, representatives, related or affiliated companies, and successors, and the company requesting you to complete this DISCstyles Assessment (THE GROUP) shall not be liable for, (i) your use and application of The DISCstyles Assessment, (ii) the adequacy, accuracy, interpretation or usefulness of The DISCstyles Assessment, and (iii) the results or information developed from your use or application of The DISCstyles Assessment.

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In no event, will THE GROUP be liable for any lost profits or other consequential damages, or for any claim against you by a third party, even if one or more of THE GROUP has been advised of the possibility of such damages.