



TONY ROBBINS

DISC & MOTIVATORS SCORING REPORT FOR

[Sample Report](#)

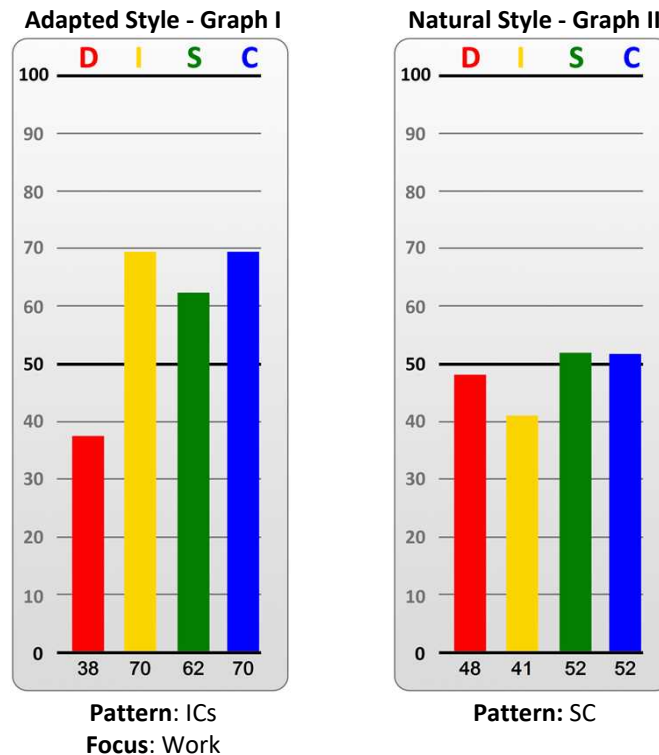
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DISCstyles Graphs for Sample Report

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



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.

What You Bring to the Organization

This page provides useful insights for a job or as you work together on a team or family project. These are the talents and tendencies you bring. When used in environments that you are most effective in, you are likely to be self-motivated to accomplish great things. It is possible that you may not always be in an environment that allows you to be your best. We recommend you speak with your leader to see what can be incorporated into your current environment to help maintain your motivation.

Your Strengths:

- You are a strong guardian of quality-control standards and procedures.
- You are tactful in explaining ideas that may impact others on the team.
- You are patient in working with others on the team and demonstrating detailed methods for completing a project.
- You demonstrate a high degree of technical specialty and skill in your area of expertise.
- You are not an extremist and tend to be supportive of team efforts.
- 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.

Your Work Style Tendencies:

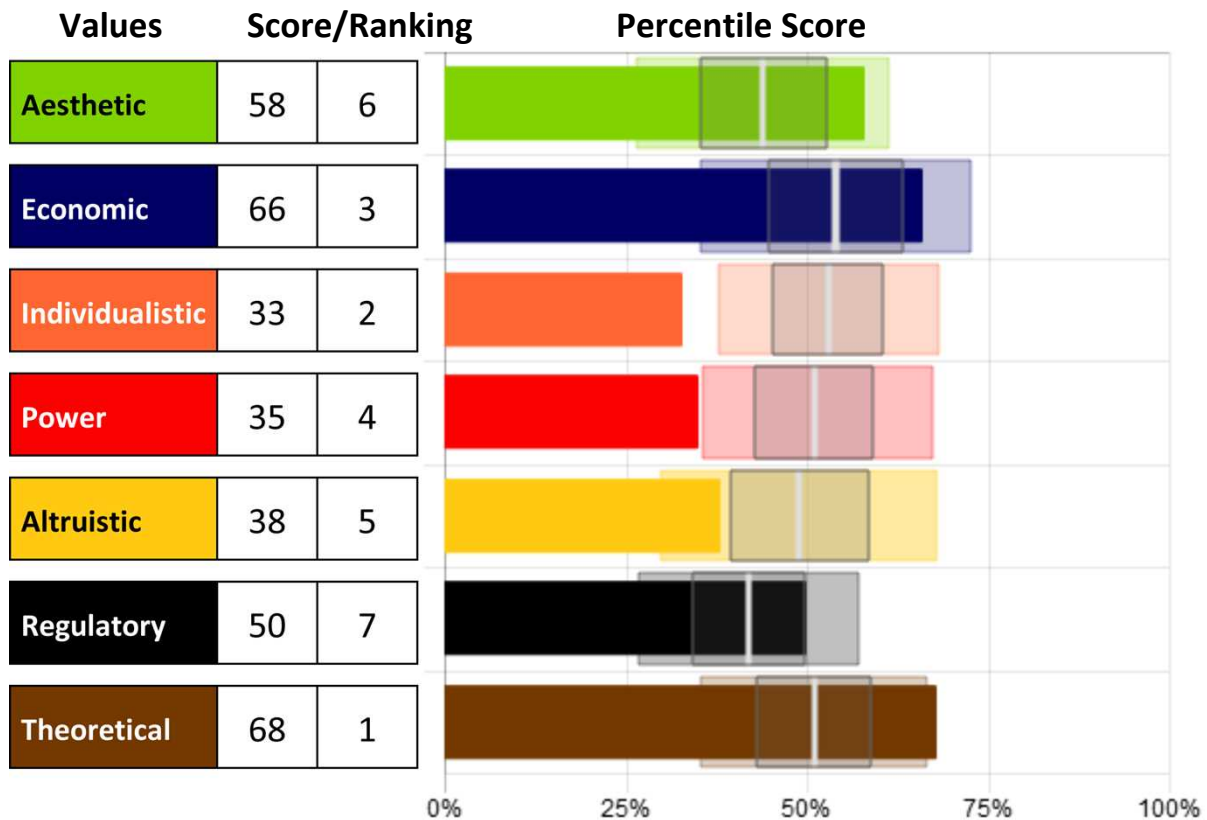
- You persuade others on the team by careful attention to detail, and through facts, data, and logic.
- You like your workspace to be neat, well organized, and tidy, with everything in its place.
- You need to feel well-informed regarding specific details related to your area of authority and responsibility.
- You may get bogged down in details due to your tendency to keep the "data gate" open too long. You always worry that there may be more information forthcoming that can impact the direction of the decision.
- You set high performance standards for yourself and others, and expect everybody to meet those standards.
- On work-related projects, you tend to be restrained and reticent with your emotions. You may not be openly verbal at a team or organizational meeting unless asked for input, or if the topic is of high personal importance.
- You tend to judge others on the job by objective standards and prefer to be evaluated yourself in the same way.

You Tend to Be Most Effective In Environments That Provide:

- Freedom from intensely pressured decisions.
- Clear lines of authority and areas of responsibility, with minimal ambiguities.
- A secure work situation.
- Support for your critical thinking skills, and encouragement to make decisions based on logic over emotion.
- Few sudden shocks, unexpected problems, or crises.
- Highly specialized assignments and technical areas of responsibility.
- A work culture that demonstrates sincere care for the people involved.

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Summary of Sample's Motivation



1. The **lightly colored, shaded area** for each Motivator highlights **the majority of the population's scores**. This means that if you took a normal sample of motivator scores and ranked the scores from 0 – 100, you can expect that a majority of the scores would fall inside the shaded area. This indicates if most of the population scores higher or lower in the dimension. Are you similarly driven in your Motivators as most others are?
2. The **white, vertical line in the center of the lightly colored, shaded (majority) area** represents the **median score**. Like the median in a road, the median divides the range of scores into equal halves. 50% of the scores are above the median line and 50% of the scores fall below the median line.
3. The **norm box** (small box plot) represents the **AVERAGE** scoring range. The scores inside this box represent the scores of people who are **more like everyone else** (therefore, it is considered **normal**). When your score falls inside the norm box, it is **situational**; you consistently ranked the statements of that dimension **both high and low**.
4. The **colored bar is aligned to your score from 1-100**. These reveal the **level of importance** of that motivator to you. Higher numbers mean you consistently ranked the motivator as **more important** & lower numbers mean the motivator was consistently ranked **less important**. The number also reveals placement in **Very Low, Low, Average, High and Very High**. The people who score within each group share common traits and descriptions (i.e. those who have Very Low scores will share common values with one another).
5. Your **ranking** reveals **how influential the Motivators are to your behavior and decisions in order from 1-7**. Keep in mind that some Motivators have relationships with other Motivators that strengthen them, but this is a true 1 through 7 ranking based on which are individually most impactful. Rankings are determined by each score's distance from 50. The farther away from 50, whether high or low, the more impact that Motivator will have.

Your Aesthetic Motivator - High



Critical Advantages:

- You will likely believe others think as unconventionally as you do.
- You don't just go to work; you're usually on a mission.
- You likely think beyond yourself in regards to work and will seek balance between yourself and your surroundings.
- You will attempt to solve practical problems in unconventional ways.

Your Economic Motivator - High



Critical Advantages:

- You are highly productive and proactive.
- You play to win or you don't play.
- You have a heightened awareness of wasted money, time, and energy.
- You are driven by competition, challenges, and economic incentives.

Your Individualistic Motivator - Very Low



Critical Advantages:

- Not one to draw attention to your own efforts, you will likely be pointing out the efforts of others.
- You'll likely be seen as supportive and serene when the pressure is on.
- You'll likely be the unsung hero of any project or team endeavor.
- You will be able to offer ideas with respect to others and their ideas.

Your Power Motivator - Low



Critical Advantages:

- You'll likely be more of a helper as opposed to being controlling and authoritative.
- You don't have to be the one always behind the wheel; you may be just as happy to chat with a friend in the back seat.
- Personal accomplishments far outweigh the need for recognition and power.
- You're a better collaborator and won't expect credit for all you do.

Your Altruistic Motivator - Low



Critical Advantages:

- You will be difficult to take advantage of in business.
- You are less likely to put up with emotional nonsense.
- You will likely avoid what you think are "stupid" people if you're highly cognitive.
- You will likely make decisions that will benefit your future.

Your Regulatory Motivator - High



Critical Advantages:

- You'll take things seriously while others are goofing off.
- You will likely have a set of particular beliefs.
- You may have very strong views.
- You hold yourself to a higher ideal and may view those who don't do the same as wrong.

Your Theoretical Motivator - Very High



Critical Advantages:

- You likely ask all the right questions.
- You will not quit until the problem is resolved.
- You have a high capacity for independent study and research.
- You will continually educate yourself.

How to Assure Assessment Accuracy? Independent & Qualified Testing at Standards Set by the [APA](#) and [EEOC](#).

"...this DISC assessment has one of the highest Cronbach scores in the DISC marketplace."

"...we applaud your efforts at making Motivators reliable and valid.."

- Assessment Standards Institute

The Assessment Industry's Past and Present

Assessments have been used since the mid-20th century, initially relied upon by Fortune 500s, calculated by highly skilled PhDs and produced by only a handful of trusted developers. With the advent of the internet in the 1990s, the ability to produce, market, and sell assessments became exponentially easier and less expensive. Since then, it has developed into a kind of "global cottage industry" with hundreds of new assessment developers, producing thousands of different assessments. Each developer purporting its assessments to be scientifically accurate instruments - sold, resold and used by individuals and organizations of all kinds; including many of our largest institutions like Fortune 500s, major universities, world governments, and even military. Frighteningly, this "global cottage industry," which produces data relied upon by millions, is entirely unregulated with nothing to ensure its consumers are receiving what they are being told and sold. There are zero requirements, safeguards, laws or regulations ensuring the consumer receives a scientifically accurate instrument - or even what the developers and sellers claim.

The Solution? Independent & Verifiable Testing by a Qualified Institution

The *Assessment Standards Institute (ASI)* provides our assessments with verifiably objective testing and reporting that meet standards set by the [American Psychological Association \(APA\)](#) and the [Equal Employment Opportunity Commission \(EEOC\)](#). This battery of tests is both voluntary and verifiably transparent. Our goal? To ensure this assessment's professional merit and scientific accuracy for you, the user. These reports are readily available upon request and include:

Construct Validity ([APA Standards](#)) [[DISC & Motivators](#)]

Construct validity is one of the most central concepts in psychology. It is the degree to which a test measures what it claims, or purports to be measuring. Researchers generally establish the construct validity of a measure by correlating it with a number of other measures and arguing from the pattern of correlations that the measure is associated with these variables in theoretically predictable ways.

Reliability - Cronbach's alpha ([APA Standards](#)) [[DISC](#)]

This technique is regarded as one of the most robust measures of reliability and presents the highest 'bar' from which to compare. The readers should note that Cronbach's alpha is the method selected for this instrument, because of its high standards. The reader is encouraged to compare reliability coefficients presented herein to other vendors, and also to ask those vendors which reliability formulas they used to compute their reliability coefficients. Cronbach's alpha is a measure used to assess the reliability, or internal consistency, of a set of scale or test items. In other words, the reliability of any given measurement refers to the extent to which it is a consistent measure of a concept, and Cronbach's alpha is one way of measuring the strength of that consistency.

External Data Reliability ([APA Standards](#)) [[Motivators](#)]

The term reliability in psychological research refers to the consistency of a testing or assessment method. In this case we are measuring the reliability or consistency of assessment measures over time. External Reliability measures the extent to which assessment measure varies from one use to another. In this analysis we are measuring reliability from the use of a test at one time as compared to another time. The comparison is using a mean variance measure referred to as the mean value ratio. The mean value ratio measures the external or time consistency of an assessment.

Disparate Impact ([EEOC Guidelines](#)) [[DISC & Motivators](#)]

Employers often use tests and other selection procedures to screen applicants for hire and employees for promotion. The use of tests and other selection procedures can be a very effective means of determining which applicants or employees are most qualified for a job. However, use of these tools can also violate the EEOC Guidelines if they disproportionately exclude people in a protected group by class, race, sex, or another covered basis. Importantly, the law does allow for selection procedures to select the best candidates based on job related requirements. If the selection procedure has a disparate impact based on race, color, religion, sex, or national origin, the employer is required to show that the selection procedure is job related and consistent with business necessity. If discrimination exists, the challenged policy or practice should therefore be associated with the skills needed to perform the job successfully.

ASI Validation Reports

[Additional details and published reports - DISC and Motivators \(Disparate Impact\) and \(Reliability/Construct Validity\)](#)