



Assessments 24x7

GLOBAL LEADER IN ASSESSMENT TECHNOLOGY

DISCcert Q&A Webinar

Welcome to Assessments 24x7!



Meet the CEO

Brandon Parker



Meet your Success Team



Angie Warner



Cristina Moore



Miranda Sanders





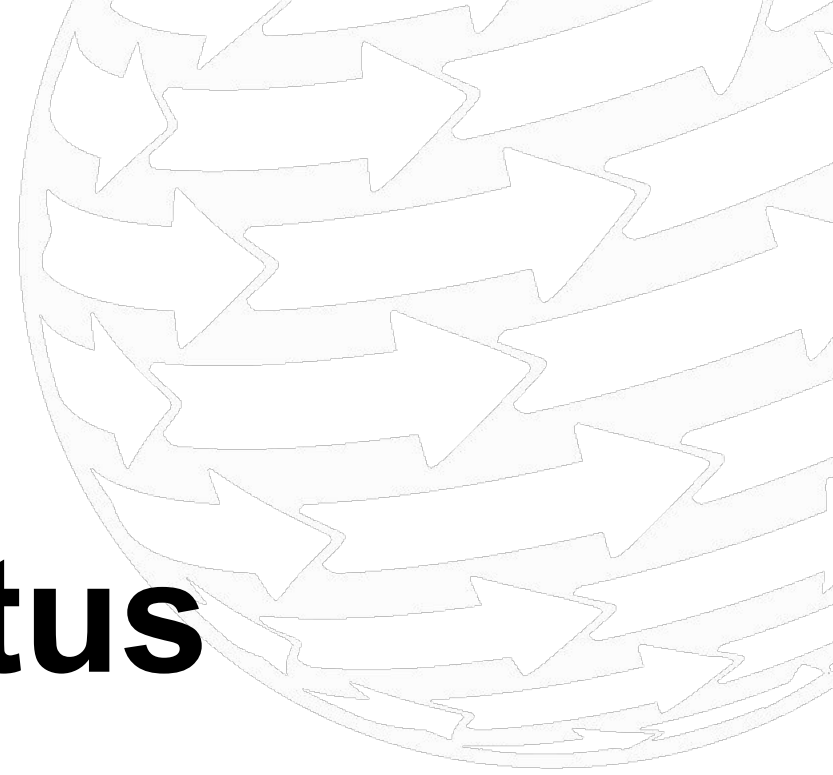
Meet VP of Instructional Design & Certification

Jennifer Larson





Q&A: Account Status





Assessments 24x7
DISCcert Q&A

The world's most advanced
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Q&A: Reports



A24x7 DISC Self

[Link to DISC Self Sample Report](#)

DISC Self

REPORT FOR Sample Report - IC/D STYLE

Behavioral Pattern View

The BPV has eight behavioral zones. Each zone identifies a different combination of behavioral traits. The peripheral descriptors describe how others typically see individuals with your style. Plots on the outer edges of the BPV identify that one factor (DISC) of your style will dominate the other three. As you move towards the center of the BPV, two and eventually three traits combine to moderate the intensity of your style descriptors within a specific behavioral zone. +The plus sign indicates that the preceding style score is higher; moving you closer to that style zone (i.e., CD+S: The D score is stronger than in CDS so it plots closer to the D behavioral zone).

THE SCORING LEGEND

D = Dominance: How you deal with Problems and Challenges

I = Influence: How you deal with People and Contacts

S = Steadiness: How you deal with Pace and Consistency

C = Conscientious/Compliance/Structure: How you deal with Procedure and Constraints

Efficient, Analytical, Organized, Factual,
Aware of the Consequences of their Actions,
Practical and Innovative.

Data, Fact & Analysis
Based, Precise & Accurate
Trusts in the Value of
Structure, Standards &
Order. Sees the value of
“Rules”.

Balances & Values Data
& Diplomacy, Mindful of
the “Bubbles”, Will be Goal
Focused, Dislikes
Confusion and
Ambiguity.

Very Patient & Favors
Stability and Structure. Not a
Risk Taker, likes to operate at
a Steady, Even Pace.

= Natural Behavioral Style

= Adapted Behavioral Style

Supportive & Persuasive, Good
Team Player, Creates Good Will &
provides Good Customer Service.

As assertive, Result focused,
Rapid Decisions, Will Seek
Challenges, Can be Aggressive
and Impatient, Desires to Lead.

Both Assertive and
Persuasive, likely to
embrace New Concepts,
Often a Mover and a
Shaker, Can be very
outgoing with High energy
and Engaging Effort.

Very Outgoing & Persuasive,
Very People Oriented, Bright
Optimistic Outlook, Strong
Communication Skills, likes to
have Variety in their day.

The BPV diagram is a circular chart divided into eight segments representing behavioral zones. Each segment is color-coded and labeled with a primary trait (C, D, I, or S) and a secondary trait (+C, +D, +I, or +S). The segments are arranged clockwise from the top-left: C (blue), C+D (purple), D (red), D+I (orange), I (yellow), I+S (green), S (dark green), and S+C (teal). In the center of the chart is a black star. To the left of the chart is a legend titled "THE SCORING LEGEND" which defines the four primary traits: D = Dominance (Problems and Challenges), I = Influence (People and Contacts), S = Steadiness (Pace and Consistency), and C = Conscientious/Compliance/Structure (Procedure and Constraints). Below the legend are icons for "Natural Behavioral Style" (a solid black circle) and "Adapted Behavioral Style" (a black star). To the right of the chart are descriptive phrases for each zone: C ("Data, Fact & Analysis Based..."), C+D ("Balances & Values Data & Diplomacy..."), D ("As assertive, Result focused..."), D+I ("Both Assertive and Persuasive..."), I ("Very Outgoing & Persuasive..."), I+S ("Very Patient & Favors Stability and Structure..."), S ("Supportive & Persuasive, Good Team Player..."), and S+C ("Efficient, Analytical, Organized, Factual...").

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Report Differences

12 Behavioral Tendencies - Summary

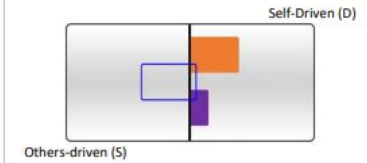
The primary styles - **D**, **I**, **S**, and **C** - are each influenced by the other three styles in our behavioral expression. You are not just **one** of these styles; you are the result of all four combining and affecting each other. The following behavioral tendencies are scored based on the way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

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

Personal Drive

Natural (HM): You are somewhat self-determined, often focused on taking actions that achieve 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.

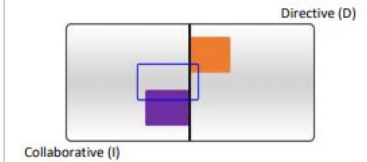
Adapted (MOD): Your determination is balanced between a self-driven and others-driven approach, focusing on actions to achieve results with awareness of risks and consequences of actions. You are likely driven by both a desire to meet your own needs and motivations, and support and help others in the process.



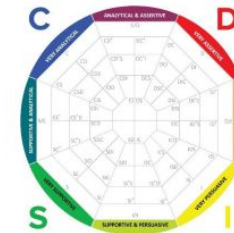
Self-Reliance

Natural (HM): You are quite results driven, focused on accomplishing things quickly and efficiently and are likely to do so mostly independently and directly. 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.

Adapted (LM): You are quite attentive to involving others, preferring to reach results together, which may impact efficiency. You will likely do your best work in collaboration with others. Be aware that too much interaction may cause some delays in productivity or efficiency.



15 Classic Styles Pattern Maps



The following pages show where individuals from each of the 15 Classic Styles below typically fall on a Behavioral Pattern Map. Each page also includes an brief overview of that classic style.

Assessor

Coach

Dynamo

Examiner

Explorer

Fact-Finder

Finisher

Formalist

Harmonizer

Influencer

Networker

Planner

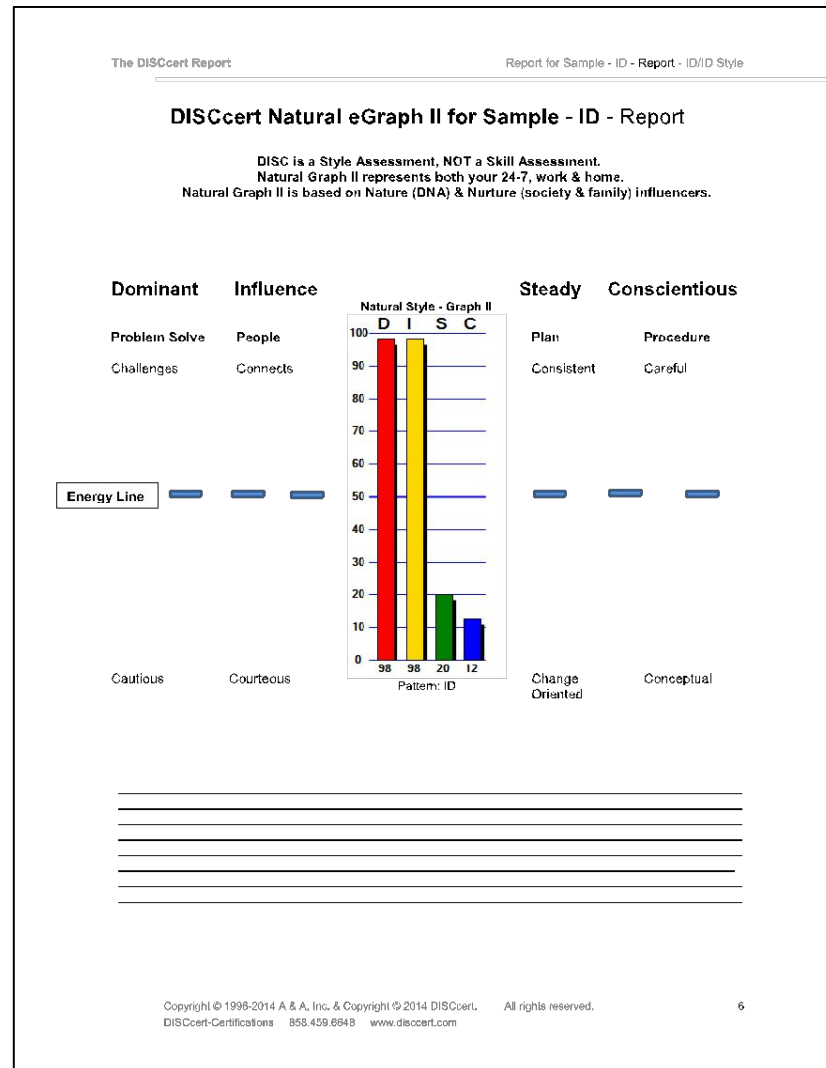
Producer

Results-Driven

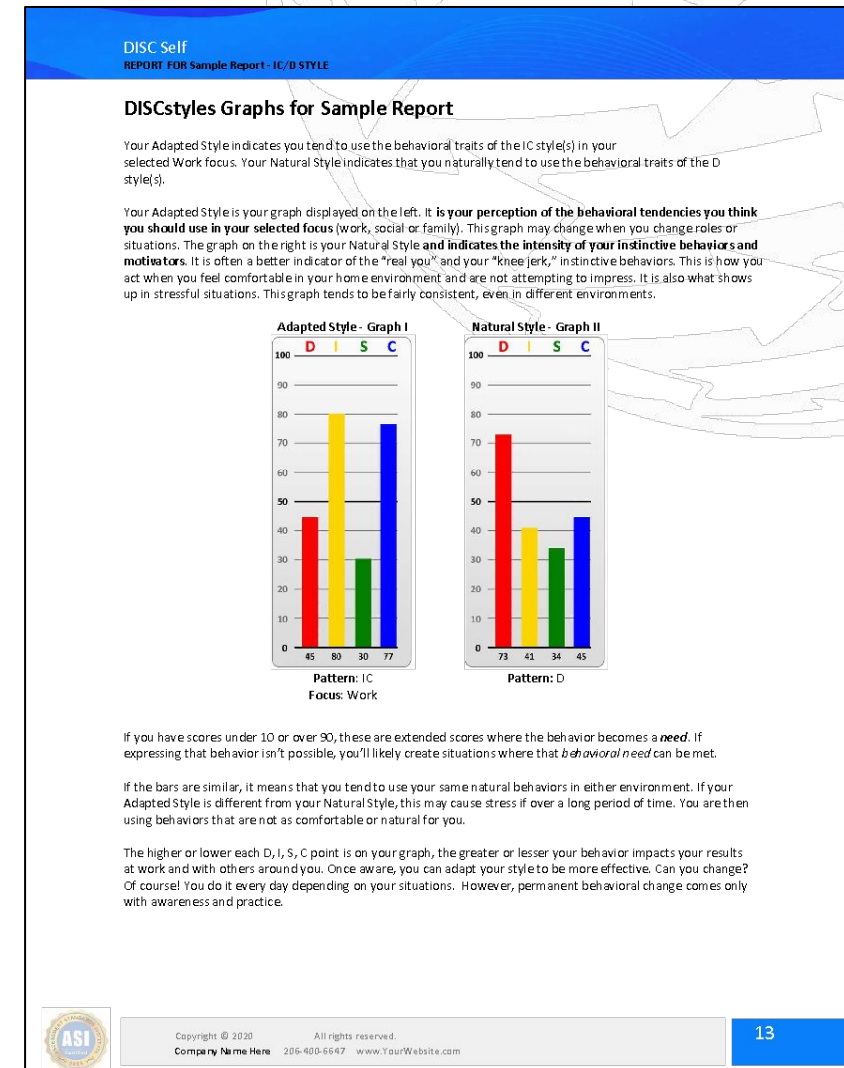
Technician

Report Differences

DISCcert DISC Self



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Q&A: Education



Thank you!



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