



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







Account Status

Q&A:

Reports



Report Differences

A24x7 DISC Self

Link to DISC Self Sample Report

REPORT FOR Sample Report - IC/D STYLE

Style Overview

DISC describes you based on your observable behavior which can provide insights for others regarding your communication preferences and how you will likely interact with and respond to them.

Through this report you have an opportunity to discover (observe and evaluate) your behavioral responses in various environments. You can explore your reactions to a variety of situations and contexts, including the actions and reactions of others, to determine the most effective communication strategy or course of action.

Your Behavioral Style: Producer

Producers follow their own path and will seek new projects and challenges. They are self-reliant and like to solve their issues without asking for help. This independence fosters innovation that is strongly advocated to others. Being in control is important to them and they can push back if challenged. They have high expectations of others and can be quite critical if expected results lag. They can be seen as uncarring and, at times, difficult to work with

Below are some key behavioral insights to keep in mind and share with others to strengthen your relationships.

- . Emotional characteristic: Will strive to meet their own needs in their own way.
- . Goals: Finding new opportunities they can tackle and goals to achieve.
- . How others are valued: Based upon ability to create workable solutions that meet the Producer's
- . Influences group: Will influence by setting a competitive fast-paced agenda aimed at accomplishing results and by projecting personal power.
- . Value to the organization: Will avoid the "blame game" and will offer new and innovative solutions
- . Cautions: Can appear overly controlling of others and outcomes in order to support and meet their own
- . Under Pressure: Can become isolated and will push back hard if they are challenged or threatened or if
- · Fears: Losing control or being without meaningful challenges.

REPORT FOR Sample Report - IC/D STYLE

The D Style

Under Stress - Perceptions, Behavior and Needs for the D

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.

Arrogant

Demanding

Controlling

Domineering

Under Stress, May be Perceived by Others:

Potential Self Perception:

- Resourceful
- Entrepreneurial
- Assertive

Under Stress You Need:

- Accomplishments Tangible evidence of progress
- A fast pace for moving toward goals

Your Typical Behaviors in Conflict:

- You generally do not hold a grudge. Once an incident is over, it is generally forgotten on a personal level, although the factors that produced a lack of satisfactory results will be considered and evaluated.
- You are quite comfortable with conflict, aggression and anger. Many times you may not realize the impact your behavior has on others. In other instances, however, you may consciously choose anger and aggression as a tactical weapon. In any case, you are likely to increase the level of aggression.
- Your anger is directed at the situation and the lack of desired results, not at anyone, personally. However, your outbursts and behaviors may appear to be a personal attack. You tend to react quickly and often may fail to choose your words appropriately

Strategies to Reduce Conflict and Increase Harmony:

- . You need to take time to express your ideas and instructions fully and clearly; asking questions to ensure that everyone understands. Time spent clarifying your message up front will result in more efficient
- . Be sure to share the reasoning behind your decisions. Failure to do so makes them seem arbitrary. When using someone's suggestion, acknowledge that person
- Recognize that others may not be comfortable dealing with conflict, anger, and aggression. Therefore, reacting with your normal behavior may be counterproductive, resulting in interference with your desired

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 Data, Fact & Analysis Assertive, Results Focused, Based. Precise & Accurate Rapid Decisions, Will Seek Trusts in the Value of Challenges, Can be Aggressiv Structure, Standards & Order. Sees the value of and Impatient, Desires to Lead. Balances & Values Data Both Assertive and & Diplomacy, Mindful of Persuasive, Likely to the "Bules". Will be Goal embrace New Concepts. Focused, Dislikes Often a Mover and a Confusion and Shaker, Can be very outgoing with High Energy and Engaging Effort. Very Outgoing & Persuasive, Very Patient & Favors Very People Oriented Ouite Stability and Structure. Not a Optimistic Outlook, Strong Risk Taker, Likes to operate Communication Skills, Likes to at a Steady, Even Pace. have Variety in their day. Supportive & Persuasive, Good Team Player, Creates Good Will & = Natural Behavioral Style provides Good Customer Service. Converient (C 2020 Company Name Here 206-400-6647 www.YourWebsite.com

REPORT FOR Sample Report - IC/D STYLE

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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.

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

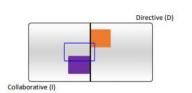
Adapted (MOD): Your determination is balanced between a self-driven and othersdriven approach, focusing on actions to achieve results with awareness of risks and consequences of actions. You are likely driven by both a desire to meet your own needs and motivations, and support and help others in the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

Self-Driven (D) Others-driven (S)

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 directively. 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

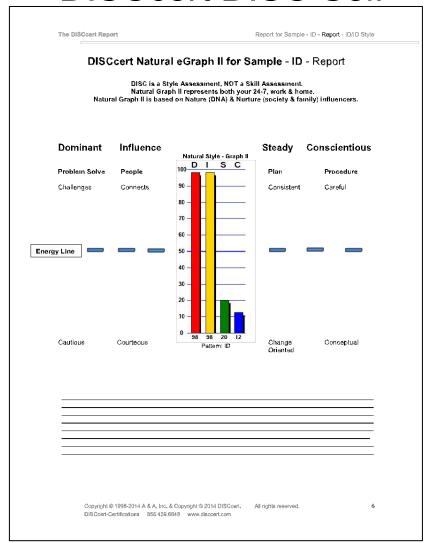


The following pages show where individuals from each of the 15 Classic Styles below typically fall on a Behavioral Pattern Map. Each page also includes an brief overview of that classic style.



Report Differences

DISCcert DISC Self

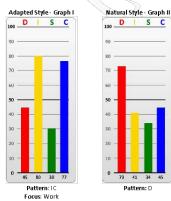


A24x7 DISC Self

REPORT FOR Sample Report - IC/D STYLE **DISCstyles Graphs for Sample Report**

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

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.





Q&A:

Education



Thank you!

