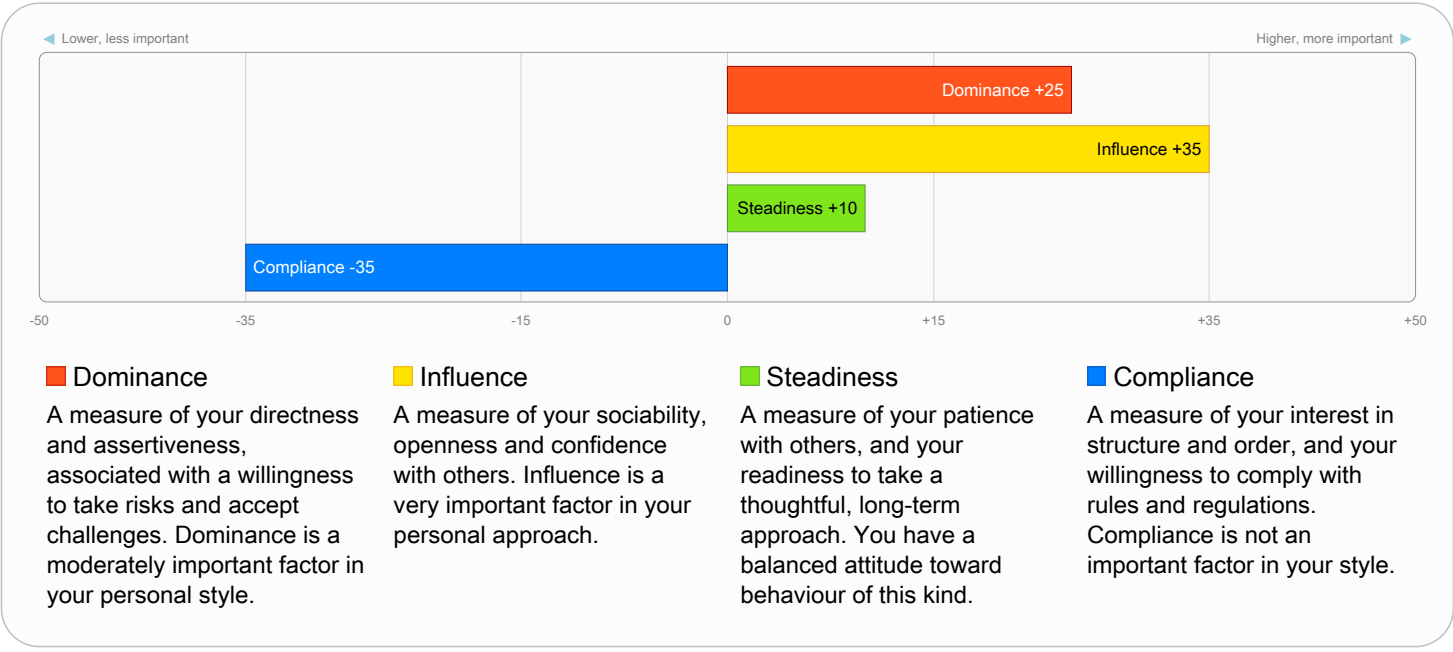


Sample Report

Profile Created Wednesday 12 November 2008
 Report Printed Wednesday 21 June 2017



About Your Discus Feedback Report

An introduction to your personal report

Welcome to your Discus Feedback report

This report will give you some vital pointers to help you understand the way you currently behave, and to help you build an effective strategy to help you reach your goals.

We don't claim that this report can give you all the answers, but based on your responses to the personality questionnaire, we hope you'll find some important insights and useful life tips in this report.

What's in this report?

We've broken down the information in this report into a series of different sections, with each covering an important element of your personal behaviour.

1. About You

...describes your general approach to life and work

2. Your Core Values

...looks at your most fundamental motivating factors

3. Abilities, Strengths, Limitations

...highlights the unique abilities that arise from your personal style

4. Personal Development

...suggests ways to develop your personal style to meet your aims

5. Relating to Other People

...talks about how you interact with other people

6. Your Work Style

...looks at your work skills, and how you put them into action

7. Planning Your Career

...suggests optimum career paths based on your personality

How To Read Your Report

Important information about your report's contents

Important information about this report

Your report has been compiled from your answers by an automatic process based purely on the answers you gave to the questionnaire. That means that it's completely objective, and it's also direct - in assessing your existing strengths, and also in making suggestions that might help you develop towards your goals.

While reading your report, it's important to be aware of a subtle effect that psychologists call confirmation bias. In the context of a report like this, that means that most people will tend to agree with the most positive comments about themselves, and reject less positive remarks. Often, though, it's exactly the suggestions that challenge preconceptions that are the most useful, so try to weigh the contents of the report accordingly.

That doesn't mean that we insist everything in this report must be true! The details given here are based on your answers to the questionnaire, and we hope you'll find them truly useful in helping to understand yourself, or at least give you some important topics to think about. However, the personalities of human beings are immensely variable - probably infinitely so - and a simple test like this can only cover a finite number of possibilities.

With all that in mind, we hope you find much in your report to engage your interest and suggest possibilities for the future.



**Important:
Don't skip this
section!**

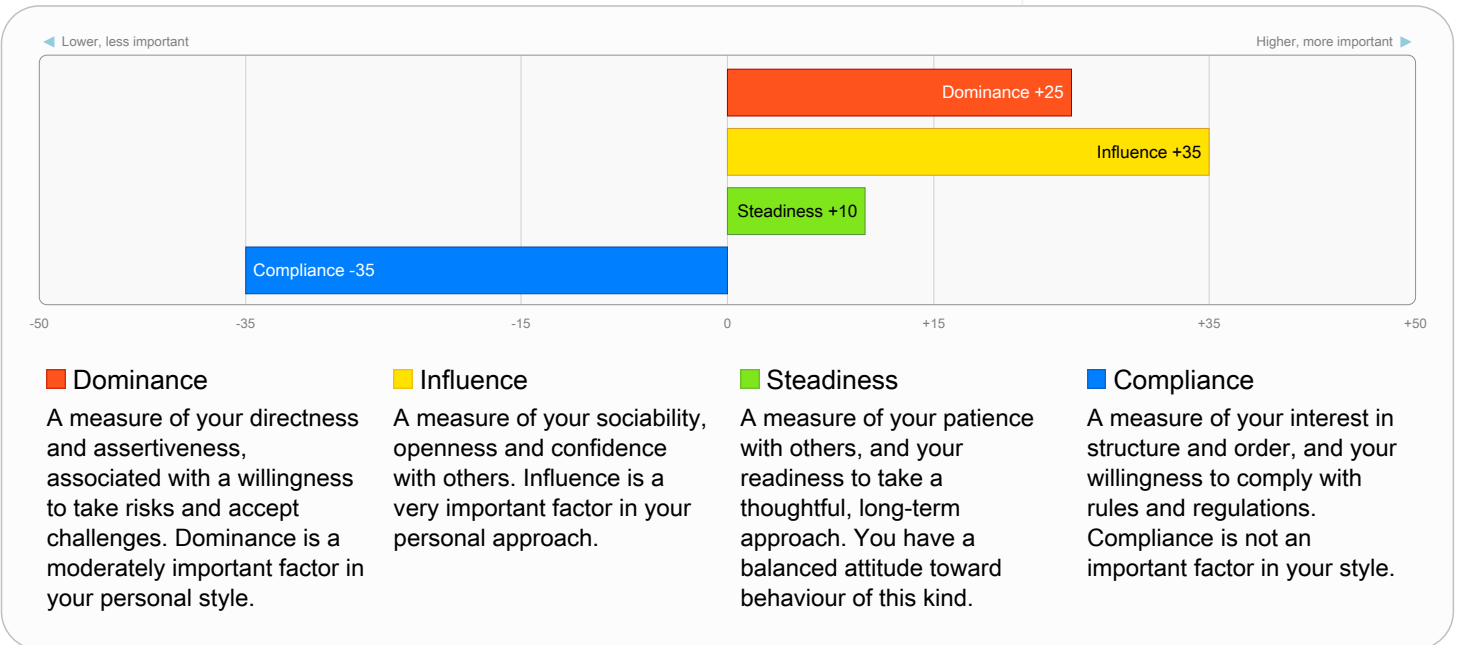
If you want to get the most out of your report, you'll want to take a few minutes to absorb the important information on this page.

1. About You

An introduction to your personal style

What are the most basic elements of your personality?

We analyse the answers you gave to the questionnaire to work out the values for four fundamental factors in your personal style. From the combinations of these values, we can tell a great deal about your personality. These four most basic factors are shown in this graph:



So, what does that mean in practice?

You're a spontaneous type of person, and you tend to act on your feelings or ideas without undue contemplation or analysis. Your approach is informal and empathetic, so that others (especially those who share your positive and confident style) will often find you to be pleasant and easy-going company.



How are these scores calculated?

Your results are created from your answers to the questionnaire using a profiling system known as DISC (from the initials of Dominance, Influence, Steadiness and Compliance). DISC is widely used in professional personal assessments, and we use the same underlying theory to give you a personal report built using professional techniques.

About You

Continued...

What are your most important traits?

Some of the most prominent personality traits in your style are listed here:

- **Talkativeness**
Showing an expressive and socially outgoing attitude.
- **Cheerfulness**
Maintaining a positive and optimistic attitude to life.
- **Informality**
Approaching others with a positive and familiar personal style.
- **Charisma**
Possessing a natural sense of self-confidence and an easy communication style.
- **Persuasion**
Using effective communication to change another person's mind.

What are your most important values?

Personal responsibility is important to you: you seek it for yourself, and you tend to judge others - at least in part - on the level of self-reliance they show in their own lives. You look for opportunities to express yourself and take control of matters, and you can become frustrated in situations that limit your scope to do this.

Values are an important feature of any personality, and you can find out more about your particular set of values in the 'Core Values' section later in this report.



Handy hint

The word trait just refers to any distinct feature or element of your personality. If you're unsure about any of the terms used in this report, remember that you can always check the Glossary.

About You

Continued...

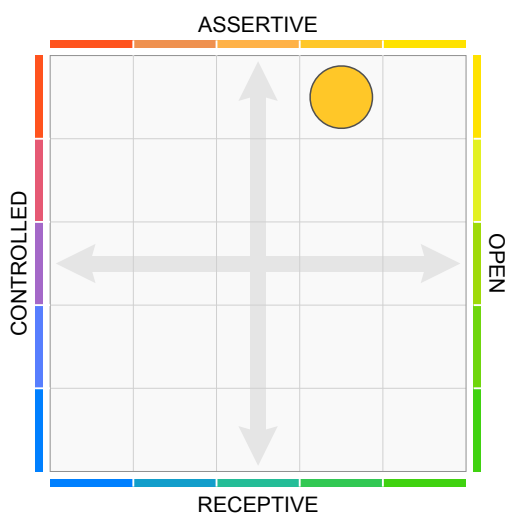
More about your general approach

Here's a selection of 'Style Keynotes' that highlight various important features of your personal style:

- You're open to feelings, both your own and those of others, and you're ready to make judgements based on those feelings. Your open and informal style means that you often act in a spontaneous way, but you can also be extremely loyal to those around you.
- Openness is the defining feature of your style: you're ready to accept others' thoughts and feelings, and open-minded regarding their viewpoints and ideas. You tend to be socially outgoing and gregarious, but you're also receptive to others, and ready to sympathise with their points of view.
- You tend to take an optimistic view of things, and even in difficult situations you'll look on the positive side. Your pleasant and generally trusting approach means that you're often able to help resolve conflicts between others.

How does your personal style compare with other people?

The chart below divides personalities up into twenty-five blocks, and is set up in such a way that people are divided more-or-less equally across the chart (that is, each block generally contains about 4% of the population as a whole). We've marked the block that contains your style so you can see how it compares with the other possibilities.



Your style is highly Assertive, and quite Open.

Assertive

A measure of willingness to take direct action, or to take charge of a situation. This is a very strong feature of your personal style.

Controlled

A measure of self-reliance, relating to an analytical and precise approach. Control isn't a strong feature of your style.

Open

A measure of a person's willingness to communicate freely and express their ideas. This feature is fairly well represented in your style.

Receptive

A measure of acceptance of others, and a readiness to show patience and caution. This kind of behaviour rarely appears in your personal approach.

2. Your Core Values

The heart of your personality

What are 'Core Values'?

For most people, the driving forces behind their approach to life can ultimately be summed up in terms of a few brief concepts. These concepts are referred to here as 'Core Values': they're the internal 'signpost' we use to judge situations, and work out how to react to them.

How do Core Values work?

For example, let's say you're a person who values 'Challenge'. If that's the case, you'll actively seek out situations that provide you with the challenging conditions you prefer, and avoid those that don't. You'll also tend to judge events and people depending on the extent to which they fulfil this particular need.

What are your Core Values?

In this section, we've selected a few Core Values that closely match your own personal style. These are the kinds of values that underlie the way you look at life, and the way you form judgements about the events and people in your life.

- **Positivity**

As an energetic person who's ready to act directly and dynamically, you value a positive outlook from those around you. You look for this kind of energy in others, and you're attracted to situations that give you scope to express your own independent style.

- **Pleasure**

You're a person who believes that life should be enjoyable, both for yourself and for those around you. You're a highly sociable type of person, and you enjoy developing positive relationships with those around you - something at which your outgoing and optimistic style makes you very effective.

- **Optimism**

You're a person who likes to see the positive side of things, and you'll wish to use your outgoing and informal style to spread an equally positive attitude to those around you. You tend to take a confident and broad view of events, rather than concerning yourself with questions of detail or technicalities.



Positive and Negative

Core Values aren't always positive in their effects: they can have a negative impact, too. Events or developments that challenge these basic values can lead to responses ranging from disinterest to discomfort. So, an understanding of the Core Values that lie at the heart of your personal approach to life can be extremely helpful in understanding how and why you react the way you do.

3. Abilities, Strengths, Limitations

Understanding the advantages, and the limits, of your style

What you'll find in this section

Every different type of personality has its own distinctive strengths, and its own distinctive abilities that stem from those strengths. Those same strengths and abilities are always - without exception - balanced by limitations and disadvantages. The key to making the most of your personal style is understanding where your strengths and limitations lie. Armed with that knowledge, you can take maximum advantage of your strengths, while avoiding potential problems arising from your personal limits.

In this section, you'll find a breakdown of your most important areas of strength, each shown with all its related advantages, abilities and limitations.

Confidence

Strengths Communication skills lie at the heart of your personal style: you're open, expressive and socially motivated. You're at ease with others, even in unfamiliar or unusual situations, and you have the confidence to put ideas across and to enthuse others.

Limitations Precisely because of your confident attitude, you don't always take time to plan your actions or comments, and this tendency can occasionally lead you into difficulties.

Openness

Strengths You communicate in a free and confident manner, and you're able to interact positively with others to build strong relationships. You're concerned with others' feelings, and you can be effective in helping to resolve personal difficulties or disagreements.

Limitations While your concern for others often helps you relate in a positive way, you can be reluctant to act in ways that might risk disapproval or confrontation. This can mean that you tend not to deal well with more pressured or stressful situations.

Influencing Others

Strengths In most groups of people, you will be one of those who stands out as an influential character. It's part of your natural style to take centre stage, and bring others on board with your ideas through confidence and force of personality.

Limitations However strongly persuasive your personal style, it's important to be aware that there will always be individuals who fail to find you persuasive. It's important not to take inevitable setbacks like this too seriously.

4. Personal Development

Directions for change in your personal style

What is 'personal development'?

As well as building a picture of your personality as it stands at the moment, we can also extrapolate from that picture to identify the kinds of changes or adaptations you'd likely want to see in your approach. These adaptations are typically due to your perceptions of how you ideally need to behave to fit into your current life situation.

Personal Development is the process of adapting your personal style to meet these perceived requirements. In this section, we look at the kinds of directions you seem to be wanting to develop your style (based on your answers to the questionnaire, of course). Where possible, we also offer a range of helpful advice to guide you towards those goals.

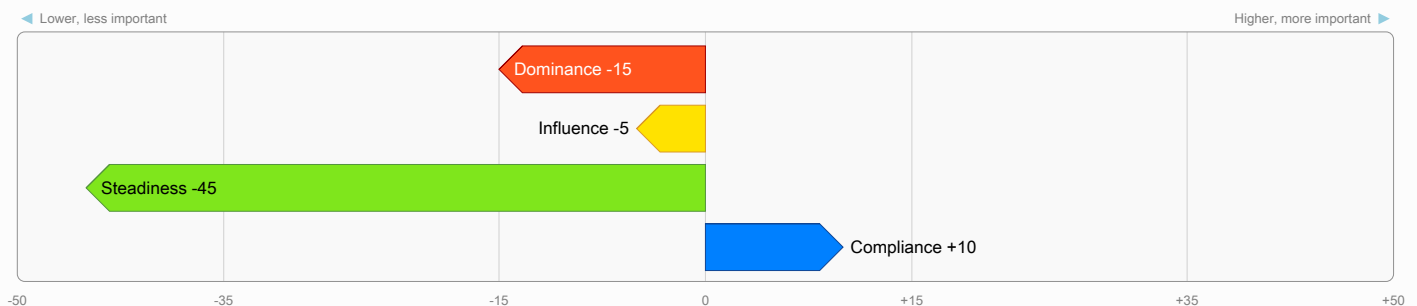
Changes shown in your results

This chart shows the changes in terms of your four main personality factors: Dominance, Influence, Steadiness and Compliance. Longer arrows indicate greater potential for change in your approach, for that particular factor. Values increase to the right of the graph, so arrows pointing right indicate that you're seeking to increase the factor in question, while arrows pointing left suggest that you're looking to decrease the factor's importance.



Judge for Yourself

The Personal Development guidelines discussed in this section are calculated from the results of your profile, but only you yourself are qualified to judge the extent they apply to your own situation. More than any other section of this report, it's important to treat these comments as objective advice, rather than definitive statements.



■ Dominance

There's a slight adjustment indicated in your Dominance value, but as this is already high, the change would be unlikely to be significant.

■ Influence

There's a slight adjustment indicated in your Influence value, but as this is already high, the change would be unlikely to be significant.

■ Steadiness

It appears that your current approach is seeking to adjust to a lower level of Steadiness, corresponding to a less patient and undemonstrative approach

■ Compliance

Compliance is relatively low in your personal style, and you show little focus on adjusting it in either direction.

Personal Development

Continued...

What these changes mean in practice

You seem to be looking to develop a more organised, systematic and co-operative approach to life than at present. All the adjustments shown in your profile are focusing on these features, and it appears that you feel a need to adopt a more controlled and diplomatic approach to communication, and a less direct and assertive style with those around you.

Making a change

A useful way to approach change like this is to break it down into simple steps, and think about applying each of those steps in your work and home life.

Based on this assessment of your personal development targets, these are some simple approaches to change that you might find effective:

- A useful general approach to the kinds of adaptations you seem to be seeking is to take more time before you act, to consider the implications of those actions on other people. Try to consider not only those who might be immediately affected by your choices, but the longer term effects that are harder to foresee, and the implications they might have for others.
- The key to developing a more factually-based approach is to learn to recognise and avoid the more personal or emotional elements of your judgements, and attempt instead to concentrate on taking a more objective and informed view of other people or their opinions.
- For the types of changes suggested in your profile, it's important to be able to assess the reasons behind a conclusion, rather than forming it on instinct or experience. Next time you're faced with a decision like this, try to examine the reasons behind it to find how well founded it is, and be ready to change your position if those reasons don't fit the available facts.

5. Relating to Other People

Interacting with those around you

How do we relate to one another?

Relationships with others are probably the key component in any discussion of personality: in fact, how we perceive others, and how others perceive us, lie at the heart of what 'personality' means.

When it comes to relating to others, it's simply not possible to understand their motivations and intentions directly: instead, it's normal to consider others' behaviour through the filter of your own attitudes and presumptions. This 'filtering' effect can have an enormous effect on the way you understand others, and on the way that others see you.

Understanding others

In this section, we look at the most important aspects of your personality when it comes to understanding and judging those around you. These are the most important things you look for when you're interacting with others, and they also help to define the kinds of preconceptions you bring to bear in communication.

- You're a person who approaches others easily, and you're usually capable of interacting on a positive and engaging level. Especially in more familiar circumstances, you have a persuasive and positive style. Your personality also includes a more direct and assertive element, and that element is more likely to emerge if you find yourself in more difficult or challenging circumstances.
- You are a confident and open individual who enjoys the company of others, and actively seeks out positive and friendly relations with the people around you. You communicate easily, whether the people around you are familiar or not, and you're not afraid to occupy the centre of attention.
- You communicate confidently and directly with others, and you're not often concerned about expressing your ideas or feelings. Because of your independent approach to life, however, you can sometimes fail to take others' reactions into account, or to consider how they might be affected by your actions.

Relating to Other People

Continued...

How others relate to you

Your own presumptions will necessarily affect your understanding of others' personal styles, but this is equally true of everyone else. In the same way that you tend to interpret others' attitudes in your own terms, those around you will also be applying their own 'filters' to your behaviour. Those filters can be extremely varied, and there isn't space to go into all the possible combinations here, but it is possible to make a few general comments.

- Because you are both direct and open about your feelings, you'll often tend to assume that others take a similar approach. Many people, though, are often much more reticent about expressing themselves, especially to someone as comparatively assertive as yourself. Take care, then, not to assume that others agree with you about something just because they don't openly question you. You'll gain a more positive response if you take some time to investigate their feelings more closely, and to take their suggestions on board where appropriate.
- Others' perceptions of you will tend to vary according to the situation. In general, you're a confident and informal individual who's open to those around you, but always ready to express your own ideas and opinions. In more demanding situations, though, you can become rather demanding yourself, and in conditions like these, others can find it difficult to adapt to your more assertive and independent approach.
- You're a person who's ready to trust your own instincts, and the fact that you have a dynamic style means that you're confident enough in your own abilities to act on impulse from time to time. To those with a more ordered and cautious approach to life, though, this direct style can seem rather unplanned and disorganised, and you might need to take time to justify your conclusions if you want people like this to accept them.

Learning to communicate more effectively

You're a confident and dynamic communicator, and an original individual who's rarely concerned about following convention. In communication, you'll tend to take a central role or a controlling stance, and you tend to dominate interaction with those around you.

This approach to communication can be useful when a group needs to be organised, but in more informal situations, it can lead to others feeling neglected. A more inclusive attitude, and a readiness to take account of others' needs, will aid effective communication in situations like this.

6. Your Work Style

How your personality affects the way you work

What is your 'work style'?

Success in the work arena is as dependent on your personal style as any other aspect of life. In this section of your personal report, we look at the ways your particular defining characteristics will tend to affect the way you operate in a working environment. We also look at how you're likely to behave in some common working situations.

Your most important work skills

Every different personality type has its own associated set of work skills, and of course there are very many of these, depending on the detailed circumstances and the requirements of a particular job.

Here, we select some of the most important work skills suggested by your profile style.

- **Informality**

You have a relaxed and informal attitude to life in general, and in a work situation this can help you to build effective relationships, and to foster innovative ideas. This kind of positive style can be especially effective in roles that depend on developing strong relations with others.

- **Persuasion**

You have a strong set of communication skills, and in combination with your self-assured and dominant approach, these will usually give you the abilities you need to bring others round to your point of view.

- **Positivity**

Working in conditions that are open and generally favourable is important to you: you like work to be a positive and enjoyable experience for yourself, and for those around you. Your cheerful and outgoing approach will often help to foster positive working conditions of this kind.

Your Work Style

Continued...

Performance in a leadership role

Your style of leadership will tend to vary according to your general working conditions. Where you feel that your team is operating in a productive and committed way, you can be open to building positive social relationships with those around you. However, you're also a determined and demanding individual, and if you feel others are failing to apply sufficient effort, you can become rather more antagonistic in leadership style.

Performance as part of a team

As a vociferous and independent type of person, who's unafraid to speak your mind, it's likely you'll seek a prominent position of some kind within a team. You have a strong sense of drive and motivation, and this can help to move the team forwards and give it a sense of cohesion. However, you tend to place little emphasis on matters of detail or planning, and in these areas you would be well advised to consider the opinions of more cautious, analytical types.

7. Planning Your Career

Finding a role that suits your personal style

What types of roles suit you best?

The key to successful career planning is to identify roles that match your natural abilities, so that they can provide a working environment where you not only feel engaged and motivated, but also make the most effective use of your natural talents. In this section, we look at some of the types of roles that will suit your style particularly well.

Remember that this analysis is based specifically on your personality style, and no other factors. Many of the roles or careers that we discuss here will also involve specialist interests, abilities or skills that lie outside the realm of this assessment. Those factors aside, these are the types of roles that match your particular personal approach.

- **Broadcaster**

Your extremely confident style may be suited to work in a broadcasting environment (as a radio or television presenter, for example). This kind of work needs a strong sense of commitment and self-belief, as well as a capacity to perform in a polished way without feelings of nervousness or uncertainty.

- **Politician**

You have a relatively ambitious style, and an approach to communication that's relatively energetic, though you're also capable of showing self-restraint when needed. This combination of a desire to achieve results with other important capabilities suggests that you might suit the role of a politician, or perhaps some other kind of official representative.

- **Sales Representative**

A sales representative's role is based around communication and persuasion, as opposed to the more assertive and self-reliant attitude required by 'direct sales' roles. As a representative, your task would be to reinforce a sales message, and provide a point of contact and support, so helping to build relationships with customers. That combination of factors suggest that the representative's role is one to which your style would be extremely well suited.

What other types of roles suit you well?

Here are a selection of further roles from our careers database that might match the approach described by your personality style:

- Teacher
- Retail Sales
- Agent
- Speaker
- Public Relations

Planning Your Career

Continued...

Using this report in your CV

When preparing a CV (or résumé) many people include a short summary of their personal style as part of their self-description, and the contents of this report should be helpful in defining the type of information you could include in your own CV. If you want to create a self-summary like this, the following template is tailored to your personality style, and should provide a helpful starting point.

“ I'm a self-possessed and independent type of person, who has the personal confidence to help me take control of most situations. I interact easily with others, and I combine the drive and persuasiveness to convince others of my point of view when necessary. I'm ready to try new solutions to problems, and to explore new opportunities when I can. ”

You might also find it useful to list your most important personality traits. These are listed in the 'About You' section of this report but they are reproduced below for your convenience:

- “ ”
- **Talkativeness**
Showing an expressive and socially outgoing attitude.
 - **Cheerfulness**
Maintaining a positive and optimistic attitude to life.
 - **Informality**
Approaching others with a positive and familiar personal style.
 - **Charisma**
Possessing a natural sense of self-confidence and an easy communication style.
 - **Persuasion**
Using effective communication to change another person's mind.

Handy hint

If you want to emphasise that this information comes from an objective source, remember to quote the 'Discus Personal' Website as the source.



Glossary of Terms

Confirmation bias

A common tendency to focus on comments that reinforce preconceptions, and disregard or reject those that challenge existing ideas.

Core value

One of the most fundamental underlying values of a personality, from which actions and behaviours tend to ultimately originate.

Filter

A series of expectations and presumptions applied by one person to another's behaviour, based on their own personal style.

Role

A set of expected or required behaviours related (for example) to a particular job.

Trait

A general term for any identifiable factor or element of the personality.

Recommend to a Friend

We hope this report gave you some useful insights into your unique personal style and your individual strengths. If you've found your report valuable, why not share the Discus Personal experience? Remember, you can create a Discus Personal report at any time by visiting www.discuspersonal.com.

Professional personality profiling for everyone



This personal report is just one part of a whole family of personality profiling solutions available from Axiom Software. We offer professional-level behavioural profiling through our Discus range, including a full online DISC service through Discus Online. Our portfolio covers topics from job matching, relationship assessment, team building and management and much more besides. Find out more: visit us now at www.axiomsoftware.com.