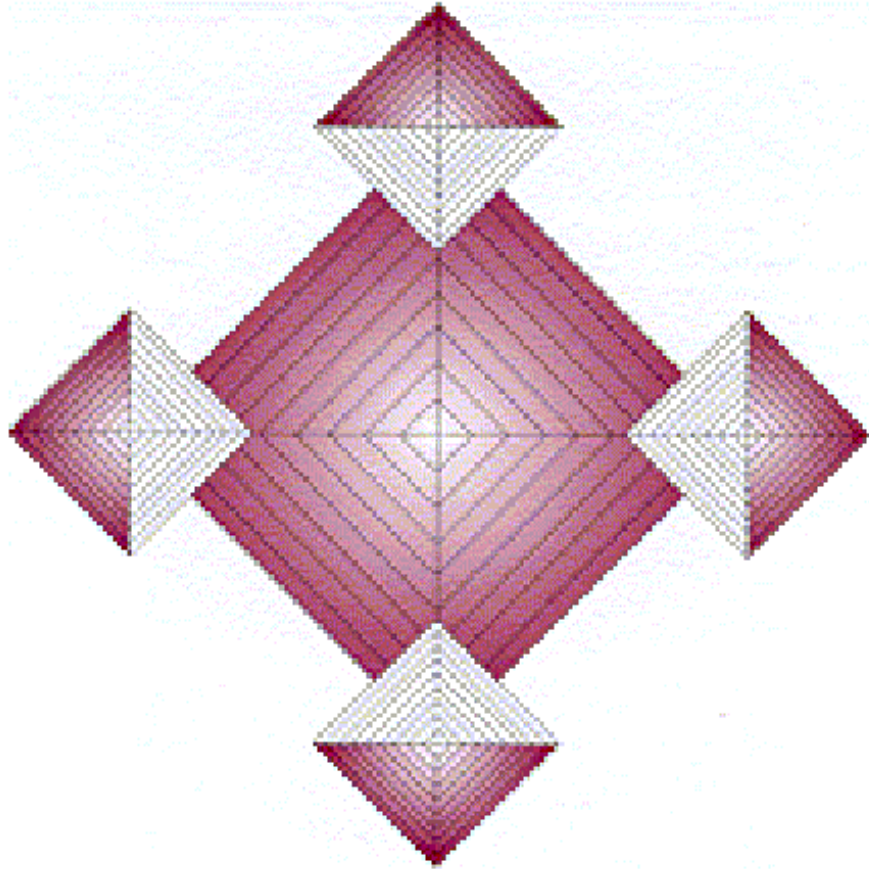


The AMA DISC Survey™

Internet Edition



Personalized Style(s) Analysis Booklet

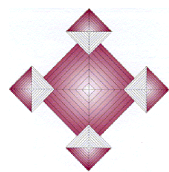
Name: D40143980

Date: Friday, November 3, 2017

The AMA DISC Survey is designed to measure and provide personal feedback on the ways that people approach their work and relate to others within their organizations. The following report provides a scoring of your responses. This reference booklet allows you to profile your results against those of others. In interpreting your results please keep in mind that none of the styles being measured are better or worse than the others. Each style has its strong points as well as possible weaknesses. More importantly, all the styles contribute to (or potentially detract from) the effective functioning of groups and organizations.

AMERICAN MANAGEMENT ASSOCIATION

Copyright © 2000, Center for Applied Research, Inc. All Rights Reserved.



The AMA DISC Survey™ **Style(s) Analysis Reports** **Table Of Contents**

Interpreting your DISC Styles

- | Your Most Descriptive Style
- | Your DISC Scores and Profile
- | Your Combination of Styles
- | Your Least Descriptive Style
- | Other DISC Profiles

Productive Aspects of your Styles

Counter-Productive Aspects of your Styles

Uncovering the Causes and Effects of your Styles

- | DISC Styles Influences Report
- | Aspects of your Styles

Working with People with Different Styles

AMERICAN MANAGEMENT ASSOCIATION

Copyright © 2000, *Center for Applied Research, Inc.* All Rights Reserved.

Overview

The AMA DISC Survey assesses your on-the-job behaviors in terms of four different styles:

**Directing
Influencing
Supportive
Contemplative**

The first step in interpreting and understanding your DISC results is to familiarize yourself with **Your Most Descriptive Style**. This is the style that, according to your survey responses, is most likely to reflect the way you approach your work and interact with others on the job.

After reading about your most descriptive style, you can move on to **Your DISC Scores and Profile** and review your results along all four styles. The DISC Profile presents your survey scores plotted against those of others, graphically portrays the relative strength of your tendencies along all four styles, and shows the underlying orientations (i.e., toward *tasks versus people and acceptance versus change*) which drive your personal styles.

The third section focuses on **Your Combination of Styles**. The work-related behavior of most people is depicted best by considering one or more other styles in addition to their most descriptive styles. Thus, this section provides you with information on the other DISC styles which, as shown on your profile, might complement, work together with, or possibly compete with your dominant style.

You can then learn about **Your Least Descriptive Style**, the style that shows the weakest extension on your profile. To fully understand how we "come across" to others, it often is helpful to consider the styles we tend *not* to exhibit. Therefore, you may find it helpful to read about the implications of low scores on the DISC style that is least characteristic of you.

Finally, profiles of all the remaining DISC styles and combinations of styles are presented. Though these **Other DISC Profiles** are different than your own, they may be relevant to people with whom you interact-and would like to interact with more effectively. Some of these profiles show dominance of a single DISC style; others portray a combination of dual, multiple, or competing styles.

Most Descriptive Style

The style most descriptive of you is **DIRECTING**. This style reflects

- | An orientation toward **Tasks** versus People and
- | An orientation toward **Change** versus Acceptance.

This style, on the job, reflects behaviors and activities directed toward changing and controlling your task and work environment. Other words—both positive and negative—that might be used to describe your **Directing** style include:

- | Dominant
- | Decisive
- | Doer
- | Domineering
- | Driven

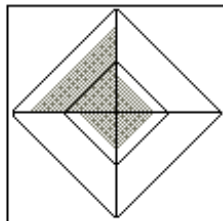
Directing emerged as your primary DISC style because, on the survey, you indicated that the statements assessing this style were more descriptive of you than the statements associated with the other styles. More specifically, you were *more likely* than others to report on the survey that you...

- | ...work with determination
- | ...take initiative to get things organized
- | ...provide strong leadership when it is needed
- | ...proactively solve problems as they arise

Similarly, you also were *more likely* than others to report that you...

- | ...are demanding of yourself and others
- | ...become impatient with indecisiveness
- | ...show irritation with inefficiencies and delays
- | ...react negatively to poor performance

CHANGE AND TASK ORIENTED (D)



Your DISC Scores and Profile

Your primary style is one of four styles measured by ***The AMA DISC Survey***. The four styles are:

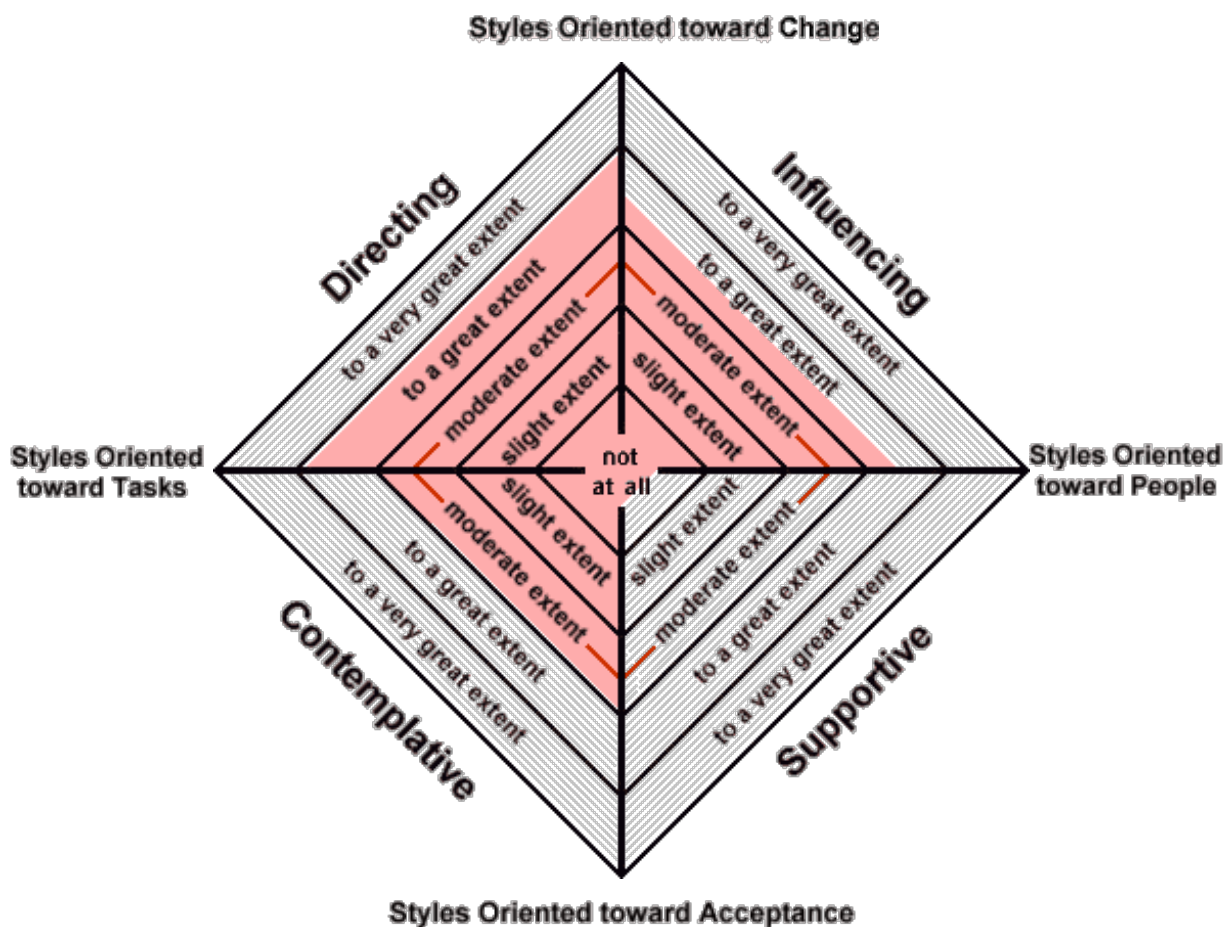
- | **Directing** (oriented toward change and tasks)
- | **Influencing** (oriented toward change and people)
- | **Supportive** (oriented toward acceptance and people)
- | **Contemplative** (oriented toward acceptance and tasks)

Your results along all four styles are important for understanding how you approach your work and interact with others within your organization. Your DISC results are presented here in terms of percentile scores, beginning with the style most descriptive of you and ending with the least descriptive style.

DISC Styles	Percentiles
<i>1. Directing</i>	77
<i>2. Influencing</i>	68
<i>3. Contemplative</i>	59
<i>4. Supportive</i>	8

These percentile scores represent your results compared to those of others who recently completed the DISC Survey. For example, a percentile score of 75 means that you scored higher along a particular style than 75% of the other respondents in the sample-and, in turn, indicates that the style is strongly descriptive of you. In contrast, a score of 25 means that you scored higher than only about 25% of the other respondents and, therefore, would indicate that the style is not very descriptive of you. Your percentile scores are shown on the DISC Profile on the next page.

Graphical Profile of Your *DISC* Style percentile scores



Beyond showing your primary style, the DISC Profile also illustrates your overall pattern or combination of styles. The number of styles showing extensions, along with the direction of those extensions, provides insights into your orientations or behavioral tendencies. For example,

- | Extensions toward the top of the profile reflect an orientation toward **change**;
- | those toward the bottom reflect an orientation toward **acceptance**.

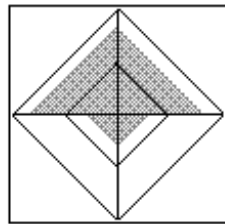
- | Extensions toward the left side of the profile reflect an orientation toward **tasks**;
- | those toward the right reflect an orientation toward **people**.

Please continue on to the next section to learn more about your combination of styles.

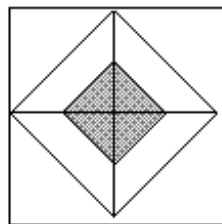
Your Combination of Styles

Though **Directing** is the style that is most descriptive of you, your survey results indicate that you have almost as strong tendencies along the other DISC styles. In particular, as shown on the DISC Profile, your extension along the **Influencing** style approaches that along the **Directing** style. Thus, it is possible that, in certain situations, your behavior reflects the **Influencing** style as much as the **Directing** style.

CHANGE ORIENTED
(D / I)



MODERATE
(D / I / S / C)

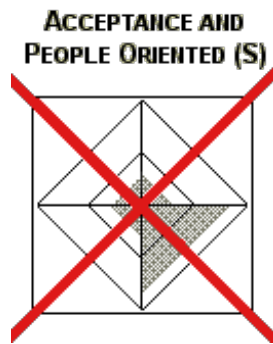


More generally, your DISC results suggest that your on-the job behavior may be driven by dual styles, both of which are oriented toward **Change**. The combined **Directing/Influencing** style may be relevant if you feel that:

- | The description of the **Directing** style did not fully capture your style at work;
- | Your tendencies along the **Influencing** style are as strong, or even stronger than, those along the **Directing** style; or
- | You are strongly oriented toward **Change** (and not just in **Directing** ways)..

Keep in mind, however, that certain aspects of the **Directing** style description may still be more applicable to you.

Your Least Descriptive Style



A comprehensive analysis of your DISC profile requires consideration of not only the styles that are most descriptive of you but those that are the least descriptive as well. Sometimes the styles people *do not* exhibit are just as important in defining their overall "persona" as the styles they *do* exhibit.

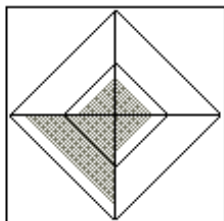
As noted above, the style that is least descriptive of you is **Supportive**. Your survey responses, relative to those of others, indicate this style is not at all descriptive of your on-the-job behavior. These results potentially have a number of implications for you in terms of the ways you relate to others and approach your work.

Note that the description of the Low **Supportive** style may be almost as relevant as that of the **Directing** style to your on-the-job behavior.

Other DISC Style Patterns that are not representative of you:

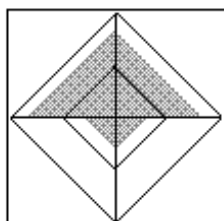
Single-Style Profiles

ACCEPTANCE AND TASK ORIENTED (C)

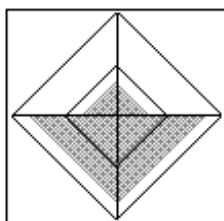


Dual-Style Profiles

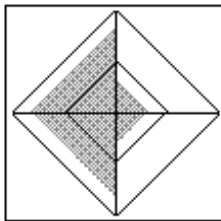
CHANGE ORIENTED (D / I)



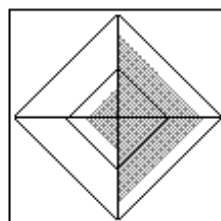
ACCEPTANCE ORIENTED (S / C)



TASK ORIENTED (D / C)

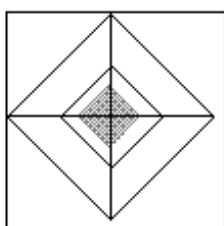


PEOPLE ORIENTED (I / S)

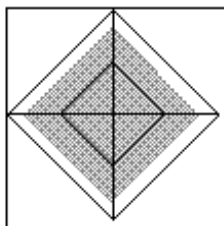


Multiple-Style Profiles

COMPRESSED (D / I / S / C)

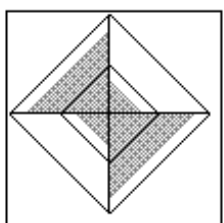


EXPANDED (D / I / S / C)



Competing-Style Profiles

DIRECTING/ SUPPORTIVE (D/S)



INFLUENCING/ CONTEMPLATIVE (I/C)

