Jenny Sample

Style: Precisionist

DISC Assessment

Tuesday, May 12, 2015
Your report uses the DISC Personality System. The DISC Personality System is the universal language of behavior. Research has shown that behavioral characteristics can be grouped together in four major groups. People with similar styles tend to exhibit specific behavioral characteristics common to that style. All people share these four styles in varying degrees of intensity. The acronym DISC stands for the four personality styles represented by the letters: D (Dominant, Driver), I (Influencing, Inspiring), S (Steady, Stable), and C (Correct, Conscientious).

Knowledge of the DISC System empowers you to understand yourself, family members, co-workers, and friends, in a profound way. Understanding behavioral styles helps you become a better communicator, minimize or prevent conflicts, appreciate the differences in others and positively influence those around you.

In the course of daily life, you can observe behavioral styles in action because you interact with each style, to varying degrees, everyday. As you think about your family members, friends and co-workers, you will discover different personalities unfold before your eyes.

Do you know someone who is assertive, to the point, and wants the bottom line? -- Some people are forceful, direct, and strong-willed.

This is the D style.

Do you have friends who are great communicators and friendly to everyone? -- Some people are optimistic, friendly, and talkative.

This is the I style.

Do you have family members who are good listeners and great team players? -- Some people are steady, loyal, and practical.

This is the S style.

Have you ever worked with someone who is factual, thorough, and detail oriented? -- Some people are precise, sensitive, and analytical.

This is the C style.
Jenny's style is identified by the keyword "Precisionist".

Jenny, as a Precisionist style, is a systematic thinker who tends to follow procedures in both personal and business life. Proceeding in an orderly, predetermined manner, Precisionists are precise and attentive to detail. They act in a highly tactful, diplomatic fashion and rarely antagonize their associates consciously. Being extremely conscientious, Jenny painstakingly requires accuracy in work and maintains high standards. Precisionists may tend to get bogged down in details, particularly when decisions must be made. Jenny desires standard operating procedures and no sudden changes.

As a Precisionist, Jenny likes a protected and secure environment governed by rules and regulations. A Precisionist enjoys people, but prefers a few close friends to having many acquaintances. Precisionists prefer small groups rather than large crowds. They will be correct most of the time due to how precise they are. Precisionists may be overly sensitive and perhaps do not handle critique well. They may need to develop confidence and be more independent. They tend to be somewhat concerned about what people think of them and they avoid conflict and change at all costs.

Being exact is imperative in everything Jenny does. Precisionists can be counted on to carry out all tasks correctly. They want exact facts and figures before they will make a decision; they feel uneasy when forced to make a quick decision. Precisionists will often keep feelings to themselves. Others may not be aware of their strong beliefs. Jenny will not blow up easily when pressured or stressed, but may withdraw. Jenny wants a steady home and work environment which promotes security. The more stable, organized and non-confrontational the environment, the happier a Precisionist will be.
This chart below helps put the four dimensions of the personality into perspective

<table>
<thead>
<tr>
<th></th>
<th>D DOMINANT</th>
<th>I INFLUENTIAL</th>
<th>S STEADY</th>
<th>C CONSCIENTIOUS</th>
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</thead>
<tbody>
<tr>
<td>Seeks:</td>
<td>Control</td>
<td>Recognition</td>
<td>Acceptance</td>
<td>Accuracy</td>
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<td>Strengths:</td>
<td>Administration</td>
<td>Persuading</td>
<td>Listening</td>
<td>Planning</td>
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<td>Leadership</td>
<td>Enthusiasm</td>
<td>Teamwork</td>
<td>Systems</td>
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<td></td>
<td>Determination</td>
<td>Entertaining</td>
<td>Follow-through</td>
<td>Orchestration</td>
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<td>Dislikes:</td>
<td>Inefficiency</td>
<td>Routines</td>
<td>Insensitivity</td>
<td>Disorganization</td>
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<td></td>
<td>Indecisions</td>
<td>Complexity</td>
<td>Impatience</td>
<td>Impropriety</td>
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<td>Decisions:</td>
<td>Decisive</td>
<td>Spontaneous</td>
<td>Conferring</td>
<td>Methodical</td>
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Because human personality is comprised of varying intensities of the four behavioral styles, the DISC graph helps make the personality style more visual. The DISC graph plots the intensity of each of the four styles. All points above the midline are stronger intensities, while points below the midline are lesser intensities of DISC characteristics. It is possible to look at a DISC graph and instantly know the personality and behavioral characteristics of an individual. Below are examples and explanations of the three DISC graphs.
Differences between the Public and Private Self:

People often act based on how they think others expect them to behave or to adapt to a specific job or role. This adapted behavior (the Public Self) represents what we project to the world. Your core style (Private Self) represents your instinctive response to pressure. During times of stress or tension, these core behaviors become prominent. This Private Self graph is least likely to change because these are natural and ingrained responses.

Little or no difference between the Private Self and Public Self indicates that there is not much need to adapt your style to your environment. However, if the Public Self is different from the Private Self, you may perceive a need to flex your style to fit your job, your current role or the expectations placed upon you.
The DISC Assessment measures the intensity of four behavioral traits; Dominance, Influence, Steadiness and Compliance. The higher your scores above zero (the midline) the more intensely that trait will be expressed. The lower your score the less intensely that trait will be expressed. The following paragraphs will provide you with an overview based on your specific intensity scores.

With a somewhat low D-Style intensity, Jenny prefers to work through problems by analyzing things that worked in the past. Jenny is someone who is able to lead, if necessary, but usually prefers to wait and see if another person volunteers first. Jenny is willing to follow another person's lead if they display adequate ability and if Jenny has confidence in their ability.

With a low I-Style intensity, Jenny prefers a rational and moderate approach when first entering new situations and tries to avoid extremes. Jenny likes the company of others, but is equally comfortable spending a quiet evening alone. Jenny is a realist who will always weighs options before making a decision to move ahead, and thinks through alternatives and choices carefully.

With a somewhat high S-Style intensity, Jenny is a loyal friend, who is patient and caring when attending to the needs of others. Jenny is usually an even-paced individual who thrives in a peaceful, harmonious environment. Jenny tends to be quite predictable, sticking with proven and reliable methods of dealing with situations rather than taking chances with a new, unproven approach.

With a somewhat high C-Style intensity, Jenny is systematic and detailed and focuses on processes. Others see Jenny as practical and logical. Jenny tends to be sensitive to criticism, but prefers to internalize emotions rather than expose them. Jenny likes to clarify expectations before undertaking new projects because of the hard work they will do to meet those standards.
Ludwig van Beethoven ~ German Composer

One of the world’s best known and most recognized composers, Beethoven’s painstaking accuracy, creativity, and high standards were applied to the creation of incredible music. Taking his early training from Mozart, Hayden, and other notables, he soon began to develop his own musical style. His works are intricate and detailed, his symphonies reflect the deep creative nature of the Precisionist, and even accomplished musicians find some of his pieces difficult. Even after he began to go deaf, Beethoven displayed the precise and stable nature of the Precisionist, continuing to write music. As many great musicians, he heard the music in his head before he ever put it to paper, and his determination to do a task well allowed him to create some of his greatest works even after losing his hearing.

"Music is a higher revelation than all wisdom or philosophy."

Leonardo da Vinci ~ Italian Artist and Scientist

Beginning the study of art in his early twenties, da Vinci applied the detailed and precise nature of the Precisionist to his works. He studied and practiced for almost thirty years before creating his first masterpiece, The Last Supper. His appreciation and understanding of artistic composition, along with his other studies, gave rise to his efforts as both an engineer and an architect. Da Vinci worked with Michelangelo in the creation of some historical compositions, demonstrating the ability of the Precisionist to work in a team. His studies in the sciences displayed the precise and detailed nature of this style. Although few of his paintings have survived, several of his notebooks contain original insights in several realms of science, including biology, physiology, hydrodynamics, and aeronautics. His most celebrated painting, Mona Lisa, hangs in the Louvre.

"Iron rusts from disuse, stagnant water loses its purity and in cold weather becomes frozen; even so does inaction sap the vigors of the mind."
Your Personality Style Traits

Jenny's General Characteristics
- Careful; Thinking things through
- Possessive; Sensitive
- Slow to make changes; Predictable
- Uses defensive strategies when confronted

Jenny's Value To The Team
- Reliable & Dependable; Analytical
- Loyal team worker; Steady
- Compliant towards authority
- Calculated risk taker; careful
- Will take task from beginning to end

Jenny's Challenge Areas
- Resists change; too predictable
- Takes a long time to adjust to change
- Holds a grudge; sensitive to criticism
- Overly using traditional means for problem solving

Jenny's Dominant Fear
- Being criticized, especially by a close friend or relationship

Jenny is Motivated by
- Recognition for loyalty and dependability
- Approval of their high quality work
- Orderliness and neatness
- Activities I can start and finish
Jenny's Ideal Environment

- Practical procedures and systems
- Stability and predictability
- Tasks that can be completed at one time
- Neat and orderly
- A team atmosphere

Remember, Jenny may want:

- Security in situations, sincere appreciation, repeated work patterns, time to adjust to change, limited territory of responsibility, identification with group, areas of specialization, clear definitions of their roles.

When communicating with Jenny, DO:

- Create a favorable environment: personal and agreeable
- Express a genuine interest in them as a person
- Provide them with clarification for tasks and answers to "how" questions
- Present ideas or departures from current practices in a non-threatening manner; give them time to adjust
- Clearly define goals, procedures and their role in the overall plan
- Assure them of personal follow-up support
- Explain how their actions will minimize the risks involved and enhance current procedures

When communicating with Jenny, DON'T:

- Be pushy, overly aggressive, or demanding
- Be too confrontational or critical of their actions

While analyzing information, Jenny may:

- Be openly agreeable but inwardly unyielding
- Internalize their concerns and doubts
- Hesitate to share feedback during presentations
- Slow down the action
- Require additional information and supporting materials
Jenny contributes these positive characteristics in teams:

- Adds a sense of continuity to the team
- Participative manager – accomplishes goals through personal relationships
- Makes others feel like they belong
- Shows sincerity
- Can see a process for doing things
- Focused and intuitive about people and relationships
- Full of common sense
- Buys into team goals if the "why's" are explained
- Dependable and unvarying
- Identifies strongly with the team
- Strives to build relationships
- Good at completing their tasks
- Considers elements of a total project
- Realistic and practical
- Even-tempered
- Provides specialized skills
- Shows patience with others
- Loyal

Personal growth areas for Jenny:

- Be more open to change
- Be more direct in your interactions
- Focus on overall goals of the team rather than specific procedures
- Deal with confrontation constructively
- Develop more flexibility
- Increase pace to accomplish goals
- Show more initiative
- Work at expressing your thoughts, opinions and feelings
This next section uses adjectives to describe where your DISC styles are approximately plotted on your graph. These descriptive words correlate as a rough approximation to the values of your graph.

**D** Measures how decisive, authoritative and direct you typically are. Words that may describe the intensity of your “D” are:
- **WEIGHS PROS & CONS** Consider both sides of an issue
- **UNOBTRUSIVE** Doesn’t force oneself upon others without invitation
- **CONSERVATIVE** Tending to preserve established traditions
- **PEACEFUL** Not quarrelsome; disturbance free; calm, quiet

**I** Measures how talkative, persuasive, and interactive you typically are. Words that may describe the intensity of your “I” are:
- **WITHDRAWN** Retreating within oneself; shy; reserved; abstract
- **RETICENT** Habitually silent or uncommunicative; reserved

**S** Measures your desire for security, peace and your ability to be a team player. Words that may describe the intensity of your “S” are:
- **NON-DEMONSTRATIVE** Not showing feelings openly and frankly
- **DELIBERATE** Careful in considering; not rash or hasty; slow; unhurried
- **AMIABLE** Having a pleasant disposition; friendly
- **STABLE** Not easily thrown off balance; steady; resisting change

**C** Measures your desire for structure, organization and details. Words that may describe the intensity of your “C” are:
- **PERFECTIONIST** One who wants completeness, flawlessness; accuracy
- **ACCURATE** Careful and exact; free from errors
- **FACT-FINDER** A searcher for truth; reality
- **DIPLOMATIC** Tactful
- **SYSTEMATIC** According to a system; orderly
How You Communicate with Others

Your style is predominately a “C” style, which means that you prefer receiving information that gives you enough details to make an informed decision; but when transferring that same information to a client or co-worker, you may need to translate that into giving them just the end results, or even telling them in a manner that is more experiential and less detail oriented. More detail may not necessarily be better when communicating to some other personality styles.

This next section is particularly useful for a dominant “C” style as you may have the tendency to give many facts and details, while others are making decisions based more on their “gut” reaction, or on one or two of the most important details.

The Compatibility of Your Behavioral Style

C WITH D A “C” and a “D” must be careful not become too detail oriented or too demanding, respectively. However, a “C” provides the detail attention the “D” needs, but must remember to answer based on what the end result will be rather than talk about the process.

C WITH I The “C” and the “I” work well together as their strengths tend to complement one another. In relationships there can sometimes be conflicts as the “C” is more detail oriented and has less of a need to be constantly involved in new or changing social environments.

C WITH S The “C” and the “S” complement each other and work well together, as each style prefers to work at a pace that provides for accuracy. Also, both styles like to work on something together until completion, while the “I” and the “D” have a tendency to multitask rather than focus on one area until completion.

C WITH C Two “C”s work well together and also are compatible socially as both will want to make decisions and choices based on careful selection.
How You Can Enhance Interaction with Each Style

**YOU with a D**
You tend to view high D's as argumentative, dictatorial, arrogant, pushy and impetuous. Your tendency will be to become defensive, and refer to an external authority to deflect the D's demands. If you are not careful, there will be tension in the relationship. You'll focus on details while the D sees only the “big picture”.

**Relationship Tip:** Develop direct communication and learn to deal with issues in a straightforward manner. Negotiate commitments and goals on an equal basis. Use summary data in communication.

**YOU with an I**
You will tend to view the high I as egotistical, superficial, overly optimistic, glib, overly self-assured and inattentive. You may view I's as overbearing, and appeal to external authority to deflect their demands, too. You'll tend to point out possible dangers and problems; and will insist on providing facts and details; but don't overwhelm the I with data.

**Relationship Tip:** Be friendly and complimentary, I's truly desire relationships and are not as superficial as you believe them to be. Listen to their ideas and applaud their accomplishments.

**YOU with an S**
You will tend to view S's as impassive, apathetic, too accepting, lenient, possessive, complacent and nonchalant. You will agree with S's on the importance of cooperation and the need for caution in the face of risk, especially when making decisions; but you'll likely feel that the S is not precise enough.

**Relationship Tip:** S's appreciate a relaxed, slowly developing relationship, but they will focus more on the personal aspects than you will. Allow yourself to appreciate personal details. Also, show appreciation for tasks that are well done by praising them, not the accomplishment.

**YOU with a C**
You will most likely view other C's as perfectionists who are accurate, thorough, systematic and agreeable. Since you both favor attention to detail, you will work well together. When working with another C, you will each tend to cooperate and develop extensive control systems for projects. high C's often allow their concern for being correct override their concern for meeting deadlines; and two C's will frequently compete to see who is “more correct”.

**Relationship Tip:** Be natural and go at a slow pace; talk about facts and details. Be certain to remove any apparent threats to your relationship. Plan carefully and be well prepared for meetings with one another. Accept and encourage one another's doubts and questions. Be certain that you give each other ample time to consider data before asking for decisions.
Jenny's Action Plan

This worksheet is a tool to enable effective communication. The goal is to help you maximize your strengths and minimize the effects of potential limitations by addressing characteristics common to your style. This section gives you an opportunity to assess your personality style and get feedback from someone else.

Instructions

**Step 1:** The items listed below are areas of reflection. Give this page to another person who knows you well (associate, team member, teacher, family member, friend, etc.) and ask them to read each item and consider whether or not the items describe you, then, check either yes or no beside each item. Open dialogue is encouraged and any blind spots (areas of your personality that you are blind to) should be discussed. Since communication is a two way street, it is recommended that two people complete one another's worksheets.

| Y | N | Competent and steady |
| Y | N | Punctual/schedule aware |
| Y | N | Peaceful and diplomatic |
| Y | N | Overlooks others' feelings |
| Y | N | Needs additional self motivation |
| Y | N | Preoccupied with imperfections in self/others |
| Y | N | Good administrative ability |
| Y | N | Persistent and thorough |
| Y | N | Difficulty starting tasks |
| Y | N | Hesitant to start projects |
| Y | N | Avoids conflicts/confrontation |
| Y | N | Orderly and organized |
| Y | N | Sometimes careless or inefficient |
| Y | N | Excessive planning time |
| Y | N | Good under pressure |
| Y | N | Prefers analysis to work |
| Y | N | Discourages others ideas |
| Y | N | Sees the problems/finds solutions |
| Y | N | Finds the easy way |
| Y | N | Creative and resourceful |
**Step 2:** Now, select three items that would benefit the most from focused attention. Discuss and determine specific outcomes and reasonable time frames for their achievement. Write the details in the spaces provided, along with notes helpful to achieving specific outcomes. Set a date 60-90 days from now for a discussion with your contact to review your progress. The person who works with you on this is important to your growth and should help you stay accountable to your plan.

**The first item upon which I will focus:**
- Review Date:

  - Specific actions I will take on this item in the next 60 to 90 days:

  - Specifics to address:

**The second item upon which I will focus:**
- Review Date:

  - Specific actions I will take on this item in the next 60 to 90 days:

  - Specifics to address:

**The third item upon which I will focus:**
- Review Date:

  - Specific actions I will take on this item in the next 60 to 90 days:

  - Specifics to address: