



## Sample Report

Style: Challenger DC

DISC Personality Report - Sample

Tuesday, December 19, 2023

## Introduction



**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, every day. 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.***

Sample's style is identified by the keyword "Challenger". (DC)

---



As a Challenger style, Sample is sensitive to problems, and displays a significant amount of creativity in the ability to solve them. Challengers can complete significant tasks in very little time due to their strong resolve. Sample is determined and probably has high astuteness combined with quick reactions. Challengers will examine and pursue all possible avenues when searching for a solution to a problem. They display a lot of

foresightedness in focusing on projects. Striving for correctness, they counterbalance their drive for tangible results. Challengers can tend to be perfectionistic and can vacillate in decision making while trying to determine the "best" choice.

Challengers sometimes appear to lack social poise and may possibly even be perceived as cool and overly forthright. They prefer working alone and thrive in an environment where they can call the shots. Sample tends to be quiet and reserved when becoming involved in personal relationships and does not trust easily. A Challenger typically will have little patience for those who do not follow what is believed to be the right way, since they are so strongly motivated by a drive to excel. Challengers tend to become easily bored with routine responsibilities, needing the opportunity to work on new projects. They tend to ignore the emotional side of people in favor of focusing on the task at hand. They would benefit by considering the development of warmth in social relationships as an important task. Sample would also be well advised to give additional consideration to the value of developing a team and the increased productivity that can be derived from being a strong leader of a solid team. Sample should work to build stronger cooperation with team members and to develop a patient attitude when considering others' opinions and work styles.

Task oriented and driven by results, Sample tends not to get emotionally involved when discussing issues with people. A Challenger is creative and thinks ahead to what they will do next and how decisions may effect what happens next. Sample is inquisitive and likes to have details and facts about the unfamiliar.

## Historical Figures Who Share Your Style

**Helen A. Keller** ~ U.S. Lecturer and Author



Both blind and deaf by the age of two due to an illness, Keller's drive and determination were sorely tested. Aided by the belief of her parents and Anne Sullivan, her teacher, she learned to speak, read, and write by the time she was seven. She traveled across America, Europe, and Asia speaking and writing about her experiences, political issues and social issues, women, and the disabled.

"Instead of comparing our lot with that of those who are more fortunate than we are, we should compare it with the lot of the great majority of our fellow men. It then appears that we are among the privileged. I seldom think about my limitations, and they never make me sad. Perhaps there is just a touch of yearning at times; but it is vague, like a breeze among flowers.

"I am only one; but I am still one. I cannot do everything, but still I can do something. I will not refuse to do the something I can do."

---

**Pelé** ~ Soccer (football) Legend, Humanitarian



Exemplifying the force of character of the Challenger, Pele is the most iconic soccer player of the twentieth Century. He was determined from his earliest years helping Brazil win World Cups and inspiring many nations that he played for and against. He's been known as the Greatest Soccer player of all times. His specialty was in anticipating his opponent's movements and critically assessing his shots. He epitomized the word "goal-oriented" and yet off the field was mild mannered and a positive role model for the sport worldwide.

"Success is not accident. It is hard work, perseverance, learning, studying, sacrifice and most of all, love of what you are doing or learning to do"

## Style Intensity Overview



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 high D-Style intensity,** Sample is motivated by the ability to lead groups and influence others such as associates, co-workers, and friends. Sample is someone who takes the responsibility of leadership seriously and is typically able to make important decisions without delay. Sample exudes confidence and others respond to their natural ability to be a front runner.



**With a somewhat low I-Style intensity,** Sample is a thoughtful, caring person who likes to be around others. Sample is one who appreciates relationships and enjoys being involved in social functions, but does not usually care to be the center of attention. Sample seeks balance between personal and social time and enjoys a quiet evening with a few close friends as a good mix of the two.



**With a low S-Style intensity,** Others see Sample as a versatile person whom they rely upon to break up monotonous or routine situations. Sample sometimes prefers to do things outside of the team. Sample tends to be individualistic and may even be perceived as "restless" with a tendency to move quickly from one thing to the next.



**With a moderate C-Style intensity,** Sample is neat and orderly. Others usually see Sample as practical. Sample needs adequate information to make decisions and will consider the pros and cons. Sample may be sensitive to criticism and will tend to internalize emotions. Sample likes to clarify expectations before undertaking new projects and will follow a logical process to gain successful results.

### Your Personality Style Traits



#### Sample's General Characteristics

- High Ego Strength
  - Analytical; Methodical
  - Problem Solver; Able Doer
  - Extremely task oriented
- 



#### Sample's Value To The Team

- Bottom-line organizer
  - Analytical capabilities
  - Not afraid to make unpopular decisions; able to be decisive
  - Get results efficiently
- 



#### Sample's Challenge Areas

- Inability to relax
  - May appear cool and distant
  - Interpersonal skills
  - Need to Control
- 



#### Sample's Dominant Fear

- Others criticizing and taking advantage of them
- 



#### Sample is Motivated by

- Work and project completion
- Power and authority to take design and implement solutions
- Not having to needlessly socialize or play politics
- Being provided the necessary tools to achieve success

## Description Overview Continued



### Sample's Ideal Environment

- Being able to design and refine
  - Challenging tasks and activities
  - Projects that produce tangible results
  - Recognition for their analytical abilities
  - Personal evaluation based on my results, not my methods
- 



### Remember, Sample may want:

- Authority, assignments promoting growth, "bottom line" approach, opportunities for advancement, ability to work alone
- 



### When communicating with Sample, DO:

- Be brief, direct, and to the point
  - Ask "what" and "why" questions
  - Focus on business; focus on results
  - Suggest ways to achieve results, be in charge, and solve problems
  - Highlight logical benefits of featured ideas and approaches
  - Focus on facts and ideas rather than making it personal
  - Recognize their high-quality work
- 



### When communicating with Sample, DON'T:

- Ramble
  - Repeat yourself
  - Focus on problems
  - Try to be too sociable early in the relationship
  - Make sweeping generalizations
  - Make statements without support
- 



### While analyzing information Sample may:

- Want to do it alone without consulting others
- Neglect the human factor; make decisions based on facts
- Overlook others' opinions
- Offer innovative and progressive systems and ideas



Sample contributes these positive characteristics in teams:

- Instinctive leader
  - Autocratic manager – great in crisis
  - Self-reliant
  - Innovative in getting results
  - Maintains focus on goals
  - Specific and direct
  - Overcomes obstacles
  - Provides direction and leadership
  - "Walks the walk" – provides good example
  - Willing to speak out
  - Uses experience and practical knowledge together well
  - Welcomes challenges without fear
  - Functions well with heavy work loads
- 



Personal Growth Areas for Sample:

- Strive to be an "active" listener
- Be attentive to other team members' ideas until everyone reaches a consensus
- Be less controlling and domineering
- Develop a greater appreciation for the opinions, feelings and desires of others
- Put more energy into personal relationships
- Show your support for other team members
- Take time to explain the "whys" of your statements and proposals
- Be friendlier and more approachable



## Communication Tips

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:

- **FORCEFUL** Full of force; powerful; vigorous
- **RISK TAKER** Willing to take chances
- **ADVENTURESOME** Exciting or dangerous undertaking
- **DECISIVE** Settles a dispute, question, etc
- **INQUISITIVE** Inclined to ask many questions; curious

**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** Silent or uncommunicative; disinclined to speak; 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:

- **RESTLESS** Inability to rest or relax; uneasy; not quiet
- **CHANGE-ORIENTED** Desire to alter; likes variety
- **SPONTANEOUS** Acting in accordance with a natural feeling without constraint
- **ACTIVE** Characterized by much action or emotion; busy; quick

**C** Measures your desire for structure, organization, and details.  
Words that may describe the intensity of your “C” are:

- **CONVENTIONAL** Sanctioned by, or following custom of usage
- **COURTEOUS** Polite and gracious
- **CONSCIENTIOUS** Scrupulous; painstaking effort to achieve correctness
- **HIGH STANDARDS** Holds to a strong values system

## Communication Tips Continued

### How You Communicate with Others

Your style is predominately a “D” style, which means that you prefer receiving information telling you RESULTS; but when transferring that same information to a client or co-worker, you may need to translate that into giving them precise facts, or just the end result, or how they are a part of the solution and we need to work as a team.

This next section is particularly useful for a dominant “D” style as you may have the tendency to be more aggressive in your communication than what others would like.

---

### The Compatibility of Your Behavioral Style

**D WITH D** Two “D” styles will get along well only if they respect each other and desire to work as a team to accomplish a set goal. Care must be taken not to become overly competitive or overly domineering with each other.

**D WITH I** A “D” likes the “I” style, because an “I” is a natural encourager to the “D”. Sometimes an “I” will not be task oriented enough for the “D” in a work situation, unless the “D” sees the value of how the “I” can be influential to achieve ultimate results.

**D WITH S** A “D” and an “S” normally work well together because the “S” does not threaten the “D”, and will normally work hard to achieve the desired goal. Sometimes personal relations can be strained because the “D” sometimes comes across as too task oriented and driven.

**D WITH C** A “D” and a “C” must be careful not to become too pushy and too detail oriented, respectively. However, a “D” needs the detail attention of the “C” style, but sometimes has a hard time of effectively communicating this need.

## Communication Tips Continued

### How You Can Enhance Interaction with Each Style

#### YOU with a **D**

If there is mutual respect, you will tend to see each other as driving, visionary, aggressive, competitive, and optimistic. So as long as they agree on the goal to be accomplished, they can focus on the task at hand and be extremely efficient. If mutual respect does not exist, you will tend to see the other D as argumentative, dictatorial, arrogant, domineering, nervous, and hasty.

**Relationship Tip:** Each of you must strive to achieve mutual respect, and communication, setting this as a goal to be accomplished will help immensely. You must also work to understand the realms and boundaries of each other's authority, and to respect those boundaries.

#### YOU with an **I**

You will tend to view I's as egocentric, superficial, overly optimistic, showing little thought, too self-assured, and inattentive. You'll dislike being "sold" by the I. Your task orientation will tend to lead you to become upset by the high I's noncommittal generalizations.

**Relationship Tip:** You should try to be friendly, since the I appreciates personal relationships. Be complimentary, when possible. Listen to their ideas and recognize their accomplishments.

#### YOU with an **S**

You will tend to view the S as passive, nonchalant, apathetic, possessive, complacent, and non-demonstrative. D's tend to perceive S's as slow moving. They will tend to see your approach as confrontational, and it may tend to be overwhelming to the high S. Your quick pace of action and thinking may cause a passive-aggressive response.

**Relationship Tip:** Avoid pushing; recognize the sincerity of the high S's good work. Be friendly to them, they appreciate relationships. Make every effort to be more easy going when possible, adapting a steady pace will reduce unnecessary friction in the relationship.

#### YOU with a **C**

Your tendency will be to view the C as overly dependent, evasive, defensive, too focused on details, and too cautious and worrisome. D's often feel that high C's over analyze and get bogged down in details.

**Relationship Tip:** Slow down the pace; give them information in a clear and detailed form, providing as many facts as you can. In discussions, expect the C to voice doubts, concerns and questions about the details. Remove potential threats. Whenever possible, allow time for the C to consider issues and details before asking them to make any decisions.

# DISC Overview

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 positively expressed, while points below the midline are negatively expressed, making it possible to look at a DISC graph and instantly see the relative intensity of each of the four styles.

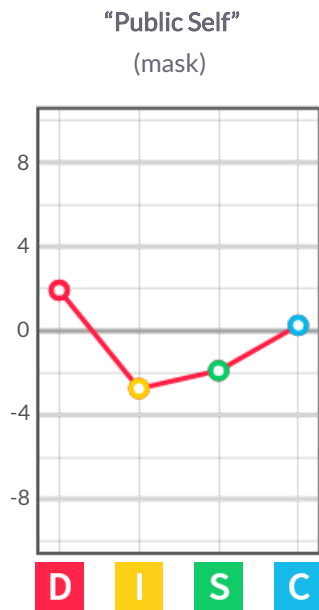
This chart below helps put the four dimensions of the personality into perspective

	<b>D</b> DOMINANT	<b>I</b> INFLUENCING	<b>S</b> STEADY	<b>C</b> COMPLIANT
Seeks:	Control	Recognition	Acceptance	Accuracy
Strengths:	Administration Leadership Determination	Persuading Enthusiasm Entertaining	Listening Teamwork Follow-through	Planning Systems Orchestration
Dislikes:	Inefficiency Indecisions	Routines Complexity	Insensitivity Impatience	Disorganization Impropriety
Decisions:	Decisive	Spontaneous	Conferring	Methodical

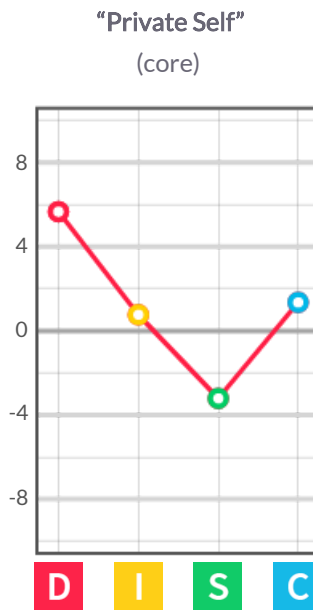


## Your DISC Graphs

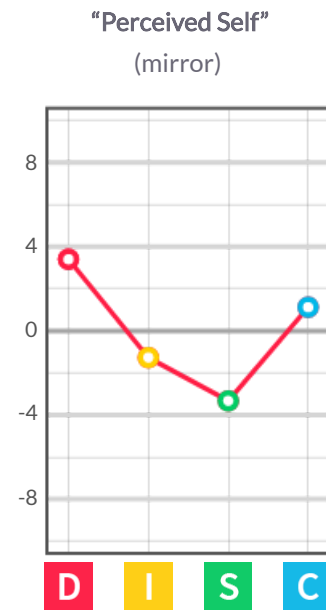
Below are your three DISC graphs and the meaning of each graph.



This graph displays the you others see. It reflects how you perceive the demands of your environment, and your perception of how you believe others expect you to behave.



This graph displays your instinctive response to pressure, and identifies how you are most likely to respond when stress or tension are present in your environment.



This graph displays the manner in which you perceive your typical behavior. It could be referred to as your self perception. At times you may be unaware of the behavior you use with other people.

### 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.

## Sample'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.

- |  |   |
|--|---|
| <input type="checkbox"/> <input type="checkbox"/> Organizes well             | <input type="checkbox"/> <input type="checkbox"/> Punctual and aware of schedule    |
| <input type="checkbox"/> <input type="checkbox"/> Goal oriented              | <input type="checkbox"/> <input type="checkbox"/> Overlooks people and feelings     |
| <input type="checkbox"/> <input type="checkbox"/> Low tolerance for error    | <input type="checkbox"/> <input type="checkbox"/> High standards, perfectionist     |
| <input type="checkbox"/> <input type="checkbox"/> Sees the big picture       | <input type="checkbox"/> <input type="checkbox"/> Persistent and thorough           |
| <input type="checkbox"/> <input type="checkbox"/> Does not care for details  | <input type="checkbox"/> <input type="checkbox"/> Orderly and organized             |
| <input type="checkbox"/> <input type="checkbox"/> Seeks practical solutions  | <input type="checkbox"/> <input type="checkbox"/> Excessive planning time           |
| <input type="checkbox"/> <input type="checkbox"/> Rash decision maker        | <input type="checkbox"/> <input type="checkbox"/> Prefers analysis to work          |
| <input type="checkbox"/> <input type="checkbox"/> Moves quickly to action    | <input type="checkbox"/> <input type="checkbox"/> Sees the problems/finds solutions |
| <input type="checkbox"/> <input type="checkbox"/> Stimulates activity        | <input type="checkbox"/> <input type="checkbox"/> Creative and resourceful          |
| <input type="checkbox"/> <input type="checkbox"/> Consumed by the task / job | <input type="checkbox"/> <input type="checkbox"/> Excessively difficult to please   |

## Action Plan Continued

**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: