DISC Report

Andrew Sample

1 June 2017

Produced by Corporate Plus and based on Andrew Sample's profile completed on 1 June 2017.

Private and Confidential

This report can assist in the process of providing a balanced approach to career guidance and selection, personal development and coaching.

Use it in conjunction with due consideration of individual aptitude, experience, skills and interests.

Working Style	**Personal Style**	**Public Style**	**Work Adaptation**
99 (D)	97 (D) 91 (I)	98 (D)	
23 (I) 14 (S) 0 (C)	27 (S) 5 (C)	55 (I) 16 (S) 8 (C)	
D I S C	D I S C	D I S C	D I S C

About these graphs	The Working, Personal and Public Style graphs describe Andrew's likely behaviour in different situations. The Work Adaptation graph specifically describes how Andrew seems to be adapting his behaviour when working.

Working Style

Andrew's behaviour at work.	In the workplace Andrew is displaying an independent, innovative approach to tasks. Because of his assertive, direct approach, he may be perceived by others as insensitive to their needs. Andrew would appear to be unconcerned with rules and regulations, driven mainly by the need to succeed.

Personal Style

Andrew's natural behaviour and his likely behaviour under pressure.	Andrew's preferred style is the need for personal control. He will want to feel that he has the freedom to act independently, and prefers not to be under direct or constant supervision if this can be avoided. Andrew appreciates being liked by others and the social status that a position of responsibility brings. He is likely to be motivated by tangible and achievable gaols.

Public Style

Andrew's public behaviour and his adaptations to the demands of daily living.	Andrew is likely to be assertive, decisive and very demanding on both himself and others. He may be seen as overbearing at times, however he is also likely to be an effective communicator who is sociable in his dealings with others. Andrew may become impatient if he fails to achieve rapid results and tends to avoid administrative tasks, preferring variety and challenge.

Andrew may be prepared to take risks in order to achieve his goals and has a tendency to be unconventional in his approach. Being assertive by nature, Andrew will prefer to be in a position of control and may become demotivated if he is unable to realise this.

Work Adaptation

How Andrew is adapting his behaviour to meet the demands of his work.

In order to meet the behavioural requirements of his current working environment, Andrew seems to be masking his usually outgoing personality, and is being much more blunt and demanding than he is normally. This may be because, in his current role, he needs to be more forceful and tell his colleagues what to do, even though he would much rather take the time to persuade them.

Andrew is likely to be working at a faster pace than he usually would, and is more accepting of change. Andrew is also making efforts to focus on the task at hand rather than the people around him. He is adapting to a less structured work pattern and is less likely to display tolerance or sympathy in cases of conflict, in contrast with his usual tendency to seek a compromise.

Work Style Preferences

All about	Power
Avoids	Failure
Motivated by	Goals
Communication style	Tell
Management style	Autocratic
Asks	"What" and "Who"

Key Traits

- Direct
- Independent
- Assertive
- Self-starter
- Influential
- Social
- Forceful
- Optimistic

Response to Pressure

Andrew is likely to be resilient in the face of pressure, provided he has a sense of control over events. For that reason, his direct style is most

prone to experiencing pressure through frustration, especially at having his aims blocked or delayed by factors beyond his control. Andrew may find it difficult to conceal his frustrations, and his level of tolerance can be expected to decrease in obstructive circumstances.

Observable Strengths

- Self-contained and independent.
- Able to take responsibility for his actions.
- Able to work in difficult or antagonistic situations.
- Motivated to succeed.

Observable Limitations

- Needs to be active and in control of his own circumstances.
- Tends not to be well suited to situations that demand a more patient or cautious approach.
- Inclined to force a rapid conclusion rather than waiting for events to develop, or researching a situation in detail.

Communication Style

Andrew will most likely display a confident and direct communication style, however his interactions with others will depend on the nature of his particular relationship with them. In circumstances where he feels that his dominant approach is accepted by others, he is capable of quite open and sociable behaviour, but where he feels that he needs to establish his position, Andrew is inclined to be a formidable and demanding communicator.

Regardless of circumstances, Andrew will tend to dominate communication and because of this approach, he will tend to concentrate rather less on accepting or considering the viewpoints of others. Andrew is unlikely to have any reservations about making contact with others and has little concern about rejection or criticism. He tends instead to be motivated by challenging situations, and will normally be able to adapt to whatever reaction he receives.

Relationship Dynamics

- Tends to take a commanding position within relationships with others.
- Is active in developing connections with others in the workplace.
- May be seen to be short-tempered from time to time.
- Can be expected to assert his domineering style.
- Has a significant level of personal confidence and assertiveness.

Planning Style

Andrew tends to have a rather informal management technique and is

more likely to place more emphasis on achieving his targets than on questions of management style or structure. He is unlikely to be diplomatic; instead, he will tend to state his requirements directly, and expect an equally direct response. Confident, independent individuals like Andrew tend to have a sense of certainty in their own authority. This feature of his style can work well in giving a team a common sense of purpose, but may also lead him to be less accepting of other viewpoints or ideas.

Decision-Making Style

Andrew has an active and pre-emptive decision-making style; he will tend to take control of a situation and make any associated decisions, sometimes before others even realise that there are decisions to be made. It will be clear from this that he is prepared to take responsibility for his own judgements, and so will rarely turn to others for support or information before coming to a conclusion.

How to Manage

Andrew tends to respond directly to a situation and this may cause conflict with questions of organisation and planning. His style is more oriented to acting and reacting quickly and often instinctively and consequently he he tends not to concentrate on questions of organisation and planning.

Suitability for Management

Andrew is likely to be an effective and efficient manager. He has a driving, demanding style that gives him a strongly authoritative approach. Andrew is inclined to be impatient and assertive, tackling problems directly and meeting challenges forcefully. He will look for a similar attitude from the members of his team, however he will also expect the team to be receptive and responsive to his instructions. Andrew is not likely to take challenges to his position lightly.

Andrew's key management strengths

- Effective at making definite decisions.
- Takes the initiative and manages in a direct and pro-active way.
- Able to assert himself strongly in a management role.
- Relates with his team in a confident and self-assured way.

Suitability for Service

Service and support are roles that highlight a need for a more passive element to the character; Andrew, who displays very little passivity in his style, will experience some difficulty in adapting to such roles. Patience with others, or sympathy for their problems, is not likely to be easy for him and his style is far better suited to direct and dynamic decision-making where he can take responsibility for his own actions rather than assisting others with their problems.

Andrew's key service strengths

- Tends to reach conclusions quickly.
- May take a pro-active approach to support.
- Dominant style may tend to discomfort less assertive customers.
- Is ready to take direct and decisive action when a customer's requirements call for it.

Suitability for Sales

Andrew's enterprising, pro-active and responsive style will be well suited to many sales roles; he will to take on almost any challenge. Andrew is unafraid of causing offence or risking conflict, and so is particularly capable in difficult sales situations, or in closing. Andrew will tend to focus on goals and results rather than building relationships, and this means that he tends to succeed through force of will, rather than building a rapport with his prospects. Andrew is likely to do well in high pressure sales situations.

Andrew's key sales strengths

- Can be expected to work pro-actively.
- Able to develop and convert his own leads where possible.
- Likely to respond to developments in the sales process rapidly and instinctively.
- Has a powerfully assertive approach.
- May dominate sales negotiations.
- Has strong social self-confidence, and is not afraid to approach others.

Suitability for Technical work

Andrew's style means that he will tend to view technical work in terms of its efficiency and advantage. It is unlikely that he will perform well in a technical role because his impatience and dynamism mean that he will quickly become frustrated in such a position. If he encounters a technical problem, he will tend to look for rapid short-term solutions, and has little time for procedure and planning.

Andrew's key technical strengths

- Will look for immediate and direct solutions to technical problems.
- Will prefer to develop new projects and ideas.
- Approaches technical questions in a determined and direct way.
- Is unafraid to try new or radical solutions to a technical problem.

Suitable Jobs — Top 50
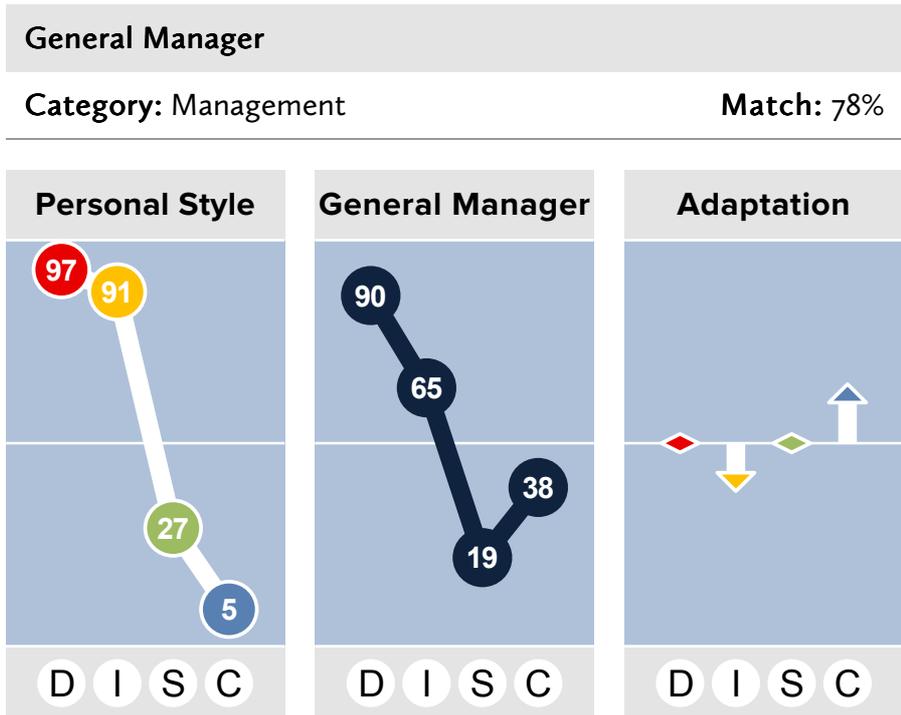
A summary of the top 50 job matches for Andrew.

Selected from the Coaching, Communications, Customer Service, Executive, Finance, Health Care, Hospitality, Learning and Development , Logistics, Management, Professional, Recruitment and Selection, Retail and Sales & Marketing categories.

	Job	Category	Match
1.	Direct Salesperson	Sales & Marketing	89%
2.	Sales Director	Executive	84%
3.	General Manager Industrial	Management	84%
4.	Business Development Manager	Sales & Marketing	82%
5.	Hotel Manager	Hospitality	81%
6.	General Manager FMCG	Retail	81%
7.	Sales & Business Development Consultant	Sales & Marketing	80%
8.	Personal Trainer	Learning and Development	80%
9.	Real Estate Sales Representative (Closing)	Sales & Marketing	80%
10.	Sales Representative (Closing)	Sales & Marketing	80%
11.	Business Development Consultant	Sales & Marketing	79%
12.	Restaurant Manager	Management	79%
13.	Region Sales Manager	Sales & Marketing	79%
14.	General Manager	Management	78%
15.	General Manager Sales and Marketing	Sales & Marketing	78%
16.	Sales Representative - New Business	Sales & Marketing	78%
17.	Entrepreneur	Sales & Marketing	78%
18.	Branch Manager Sales	Sales & Marketing	78%
19.	Recruitment Manager	Recruitment and Selection	78%
20.	Sales Representative (Opening)	Sales & Marketing	78%

	Job	Category	Match
21.	Recruitment Consultant (New Business)	Recruitment and Selection	77%
22.	Regional Sales & Account Manager	Sales & Marketing	77%
23.	General Manager - Retail	Retail	77%
24.	General Manager Sales	Sales & Marketing	77%
25.	National Sales Manager	Sales & Marketing	77%
26.	Social Media Entrepreneur	Communications	76%
27.	Recruitment Consultant	Recruitment and Selection	76%
28.	Recruitment Consultant - New Business	Recruitment and Selection	76%
29.	Company Director	Executive	76%
30.	Business Coach	Coaching	74%
31.	Marketing Director	Executive	72%
32.	Sales & Marketing Manager	Sales & Marketing	72%
33.	Sales Manager	Sales & Marketing	72%
34.	Service Team Leader	Customer Service	70%
35.	Direct Marketing Program Manager	Sales & Marketing	70%
36.	Office Manager	Management	70%
37.	Business Consultant	Sales & Marketing	70%
38.	Operations Manager	Logistics	70%
39.	PR Manager	Management	70%
40.	High School Teacher	Learning and Development	70%
41.	Employment Services Area Manager	Management	69%
42.	Customer Relationship Manager	Customer Service	69%

	Job	Category	Match
43.	SME Business Owner	Management	68%
44.	Managing Director	Executive	68%
45.	Teacher	Learning and Development	68%
46.	Operations Manager	Management	68%
47.	Principal Architecture	Professional	67%
48.	Retail Salesperson	Sales & Marketing	65%
49.	Purchasing Manager	Finance	61%
50.	Marketing & Communications Officer	Sales & Marketing	60%

Selected Job Match

General Manager

Category: Management   **Match:** 78%

Personal Style	**General Manager**	**Adaptation**
97 91 27 5	90 65 38 19	
D I S C	D I S C	D I S C

| **About these graphs** | The General Manager graph represents the Working Style adopted by a person in that role. The Adaptation graph describes how Andrew would need to adapt his Personal Style in order to work in a similar way to the role.

This comparison above is not the only relevant factor in determining Andrew's suitability for the selected role. Andrew's education, training and personal experience will also have an impact on how well suited he is to the role. |
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About this Role:

This is a role which requires an individual who is fundamentally assertive, independent; task driven and can operate on their own without support from colleagues and management. The person will need to have the courage of their convictions and be comfortable with being accountable for their actions. They will need to be a fast paced and outgoing comfortable with change, and able to adapt as required. Furthermore the role will require a person who is goal focussed and is motivated to achieve the desired outcomes, without significant management intervention or the guidance of rules and procedures. The contradiction is that from time to time in order to perform their duties effectively, the individual may need to curb their independent tendencies and follow procedures and accept instructions from superiors.

The role requires someone who is able to direct others in order to get

the job done. They need to have an eye for detail and ensuring that the job is done thoroughly and according to the process. They will however, need to have people working with them who are also thorough, when completing the detailed part of the job. The person would need to be a fast paced big picture style of individual who is not overly concerned with what people think of them. This type of person would need to have a resilient character, such that they can cope with the challenging aspects of the role that require strength of character and skill to adapt to do the job. That is not to say they would need to be unpleasant but rather simply be comfortable making what could be seen to be unpopular decisions. One characteristic of the behaviour required for

this position is that the person needs to be comfortable with responding quickly to work demands and to be adaptable and comfortable with change. There will be times when deadlines need to be met with little warning and the person will need to adapt themselves to these tight deadlines. The person needs to be enthusiastic, energetic and confident with adapting to the changing environment and not being able to rigidly follow a process or procedure.

This role does not have a rigid structured set of rules determining what the individual is to perform on a daily basis. The role will require an individual who is capable of thinking on their feet and adjusting to the changing dynamics of the job in order to meet the requirements. The type of person in the role will have to rely on experience and skill rather than process and will need to be confident of what they do in spite of the lack of guidance. By the same token the role requires someone who is fast paced and comfortable with a dynamically changing environment.

Exploratory Questions

Describe your
personal ambitions
in life.

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What steps have you
taken to achieve
them?

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Have you ever taken
personal charge of a
situation?

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What was the
outcome?

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Have you ever been part of a team that overcame a serious obstacle?

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What part did you play?

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What's your typical approach to making an important decision?

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When was the last time you had to significantly rely on somebody else for the success of a project?

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What was the

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outcome?

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If you found that a supplier was consistently late with deliveries, how would you approach the problem?

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If a confrontation were to arise with a work colleague, how would you normally deal with that situation?

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