



DISC MapTM

Your Energy Index

Navigating Performance, Getting Results.

Report For:

Sally Sample

New Frontier Services Inc

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As human beings travel through life, they all have an internal compass that either consciously or subconsciously guides their actions based upon their unique behavioral style. The DISC Map™ is designed to assist individuals in navigating the peaks and valleys of their own decisions, feelings, and interactions with others. Research shows that highly successful people tend to have a higher level of self-awareness; with higher self-awareness, people tend to feel a greater sense of control over their lives. Self-awareness can also drive an interest in understanding others, especially people who are different from themselves. Through self-knowledge, people can engage in actions that will usually lead to more positive outcomes. Some of the questions The DISC Map™ will address are:

- From a behavioral viewpoint, how far do you usually travel between your natural and work tendencies?
- What are situations that can cause you stress or conflict?
- If you experience stress, what can you do to recharge your batteries?
- How can you more effectively interact with your co-workers, family, and/or friends?

The DISC Map™ is a representation of the research of Dr. William Moulton Marston. In 1928, Dr. Marston, a Harvard Professor, validated individual differences among people and created the concept of Dominance, Inducement, Submission, and Compliance. Each of these was tied to one of the four uniquely distinct human emotions. Subsequently, his research was presented in his book, *The Emotions of Normal People*. This internationally recognized work has served as the basis for 95% of all four-factor, behavioral model assessments in the marketplace today.

For the purposes of increased clarity of these four distinct behaviors, we have defined them as:

- **DOMINANCE**: How a person handles problems and challenges.
- **INFLUENCE**: How a person handles interaction with people.
- **STEADINESS**: How a person handles the pace of the environment and change.
- **COMPLIANCE**: How a person handles standards and procedures set by others.

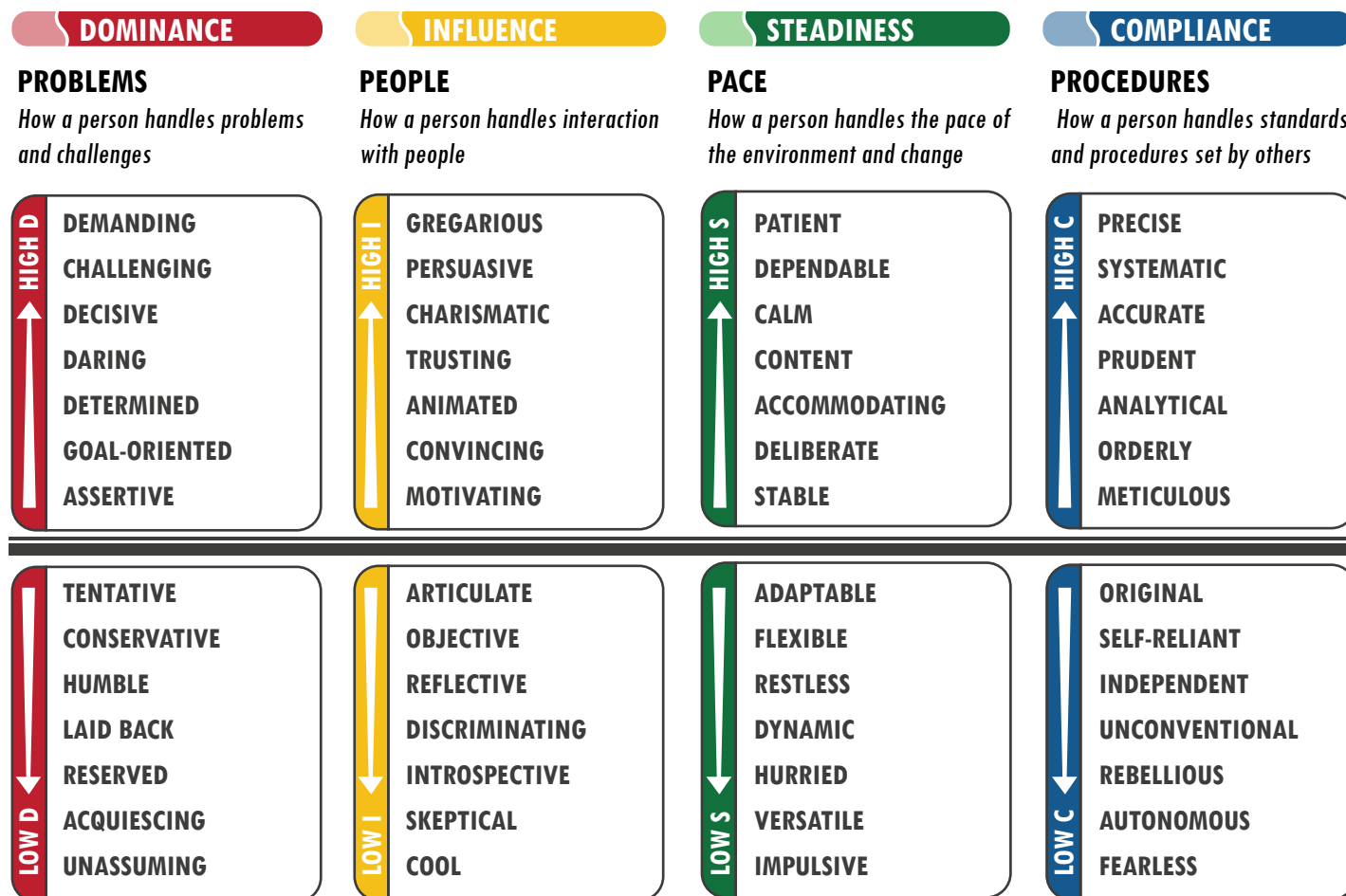
These factors can range in intensity and work independently or in tandem with the other behavioral factors. No DISC behavioral characteristic is better than another. Determining which behavioral characteristic will be most effective depends on a given situation.

As you read this report, you may find that some statements appear to be contradictory. You cannot look at only one primary behavioral indicator in determining a person's style. You must look at all four behavioral tendencies when trying to better understand a person. Also, a person's behavioral style can be modified through conscious behavior to deal with any given situation. However, doing this does require energy and cannot be sustained for extended periods of time. One can demonstrate a particular behavior in order to be more effective, even if that is not a primary tendency. This is why it is important to fully understand this model and why it is not considered a personality assessment. An individual's personality is more complex and comprised of several components, of which behavior is only one.

This DISC Map™ is very accurate in calibrating your self-reported behaviors. However, you are the final expert on your behaviors. When you read through this report, you may want to:

- Cross out those words or sentences that you feel do not describe your behavior.
- Underline or highlight those words or sentences that best describe your behavioral strengths.
- Remember that any item that you indicate as a strength can be a limitation if it is overextended.
- Think through any contradictory text and determine how these contradictions may play out in your behavior.

The chart below provides adjectives that describe intensity for each Behavioral Factor. The midline indicates the distinction of high and low tendencies for each. As you review your report, you will learn your unique behavioral style, which is a combination of all four behaviors. There are no good or bad behaviors, only effective or ineffective, depending on the situation.



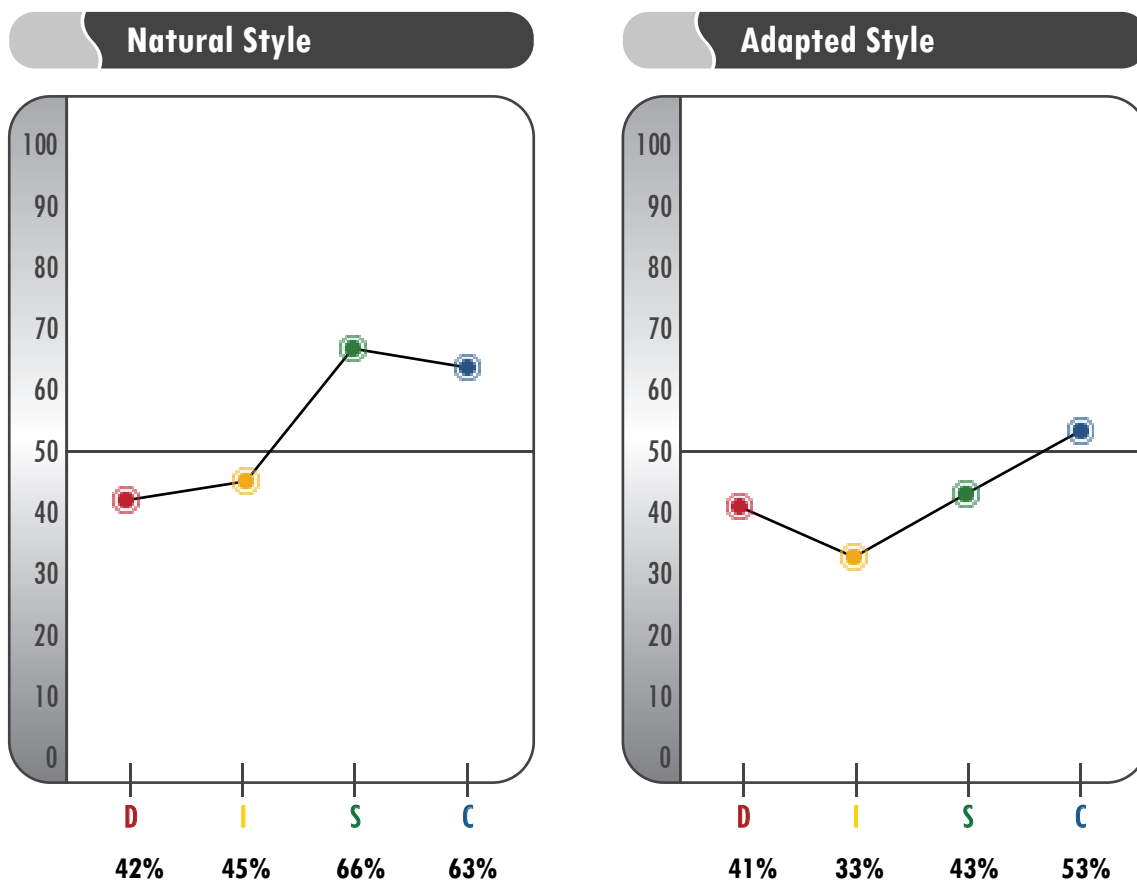
We all use behaviors to get our needs met. A behavior is an action, conduct, or demeanor. A style is a distinct pattern or manner of behaving. Everyone uses all of the behavioral characteristics of DISC; however, each of us has preferences toward which behaviors are most comfortable or most natural.

Natural

Your Natural Style is made up of the behaviors that you have an innate tendency to use. These are the behaviors that are most comfortable and spontaneous to you. Under pressure or stress, you will revert to this inherent style of behavior. Because your Natural Style takes less effort, behaving in this manner can recharge your energy and reduce your tension. Understanding your Natural Style can help you be more effective in your work and home life. Natural Style is the behavioral response most reflective of the “real person.” Over time, the Natural Style is usually very consistent and will not change significantly. Here you should also note that the behavior that is highest for you is called your core behavior. The needs of your core behavior must be met on a daily basis.

Adapted

Your Adapted Style is your behavioral response to your work environment. Adapting or “flexing” means modifying your style for a specific situation. Adapted behaviors often include the learned behaviors that you find are appropriate to accomplish your work responsibilities. To be effective, everyone needs to learn some adapting or behavioral flexibility. It is important to recognize that using behaviors that are not your most comfortable behaviors may tire you out and drain your energy. The Adapted Style graph represents the behaviors that you are using most of the time at work, which may or may not be similar to your Natural Style. This graph will help you understand any adjustments that you may perceive that you need to make in order to be successful in your work environment.



How a person handles problems and challenges.

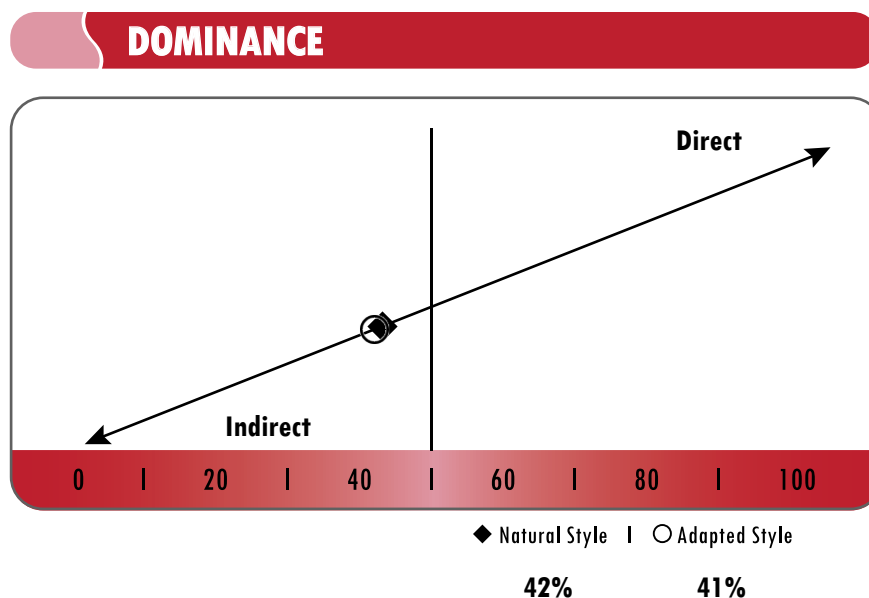
At the bottom of the page, you will see a graph representing the amount of Dominance behavior you prefer to use (◆ Natural) compared to behavior used in your work environment (○ Adapted). Remember, no DISC behavioral characteristic is better than another. Everyone uses all of the behavioral characteristics of DISC; however, each of us has preferences toward which behaviors are most comfortable or most utilized. When looking at your graph, a score in the 51-100% range is considered higher, and a score of 0-49% is considered lower. Please read below for a description of how each side of this behavior acts and a detailed paragraph on your specific results.

Higher Dominance (51-100%)

People who score higher on the **D** behavioral characteristic tend to be decisive and act boldly. They are assertive and like to be involved in new and unusual situations. They are results-oriented and pursue competitive activities that demonstrate their ability to overcome obstacles. They are direct in their approach to dealing with problems. Those with a higher **D** are willing to make quick decisions, even with limited data. They are willing to take risks and live with the consequences of their actions.

Lower Dominance (0-49%)

People who score lower on the **D** behavioral characteristic tend to make decisions with a more deliberate and thoughtful approach, especially in new or unusual situations. When a problem is identified, they do not rush to an immediate solution. Instead, they may research the best options, put together a pro and con list, and/or ask another person for advice. With anything unknown, they tend to carefully weigh both the risks and the potential consequences before taking action.



Sally's Natural Style

She tends to work closely with decision-makers to improve her opportunity for success, while tolerating their divergent opinions. When others challenge her conclusions she may often agree with their position. She prefers others to provide the direction or guidance for a project or program. She prefers to operate within a set of proven guidelines, established rules, and procedures. Sally wants to evaluate her options before attempting to solve a problem. She prefers to take calculated risks in her approach to the job, problem, or project. Sally is quite conservative in projecting goals and objectives. She does not want to make any decision that may take her away from her core of experience.

How a person handles interaction with people.

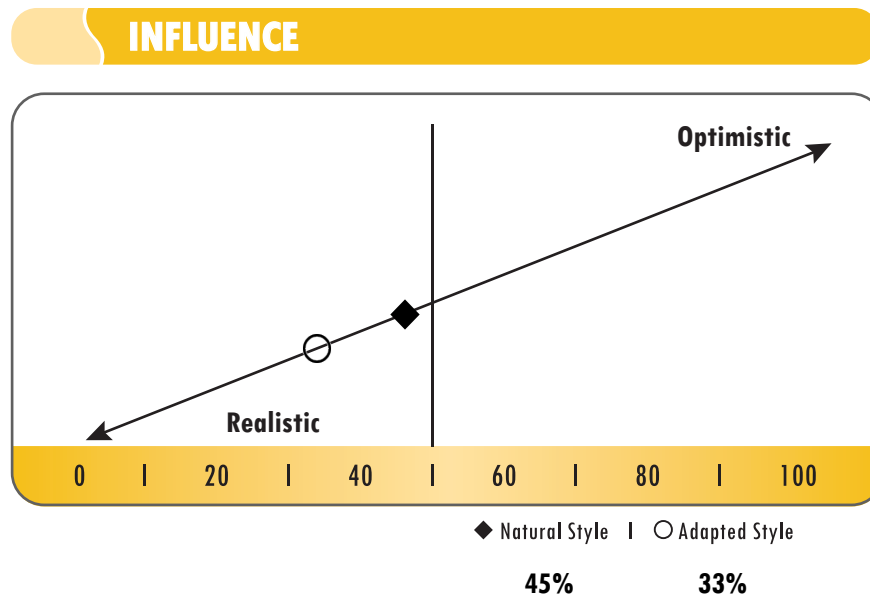
At the bottom of the page, you will see a graph representing the amount of Influence behavior you prefer to use (◆ Natural) compared to behavior used in your work environment (○ Adapted). Remember, no DISC behavioral characteristic is better than another. Everyone uses all of the behavioral characteristics of DISC; however, each of us has preferences toward which behaviors are most comfortable or most utilized. When looking at your graph, a score in the 51-100% range is considered higher, and a score of 0-49% is considered lower. Please read below for a description of how each side of this behavior acts and a detailed paragraph on your specific results.

Higher Influence (51-100%)

People who score higher on the I behavioral characteristic tend to be extroverted, talkative, and socially confident individuals. They like to meet new people and often initiate conversations. They tend to be optimistic, animated, and open, even with strangers. Higher I individuals are often trusting of others and look to have fun in most situations. They are usually good at convincing others to do what they want. Many may be seen as upbeat and excitable.

Lower Influence (0-49%)

People who score lower on the I behavioral characteristic tend to prefer less chit-chat and minimal interactions with others. They prefer to meet people on a more limited basis or for a defined purpose. They interact with friends and close associates with ease, but may appear more reticent with strangers or new people. The lower the Influence, the less trusting they will be of others and the more likely they will be to take a more serious approach. Those with a lower I may be seen as more reflective and less excitable.



Sally's Natural Style

She finds it quite easy to give others direct feedback regarding their performance. She often challenges those who seek to limit her freedom of speech. Sally prefers to be direct when communicating with others. She often challenges those who attempt to limit her freedom of speech. She wants communication within her team to be clearly defined and understood. Winning the support of others is important to Sally and she uses sincerity to accomplish this goal. When addressing challenging problems or issues, Sally finds it important to have time alone to think matters through and reach a solution. Sally's analytical style challenges others to prove what they say is true. She does not necessarily want to destroy other people's ideas; but wants to be certain their theories and ideas are valid. Sally is usually objective and unbiased. She prefers to operate in a world based on data, because it is value free and has no agenda. She peels back the layers of information until the real cause of the problem is revealed.

How a person handles the pace of the environment and change.

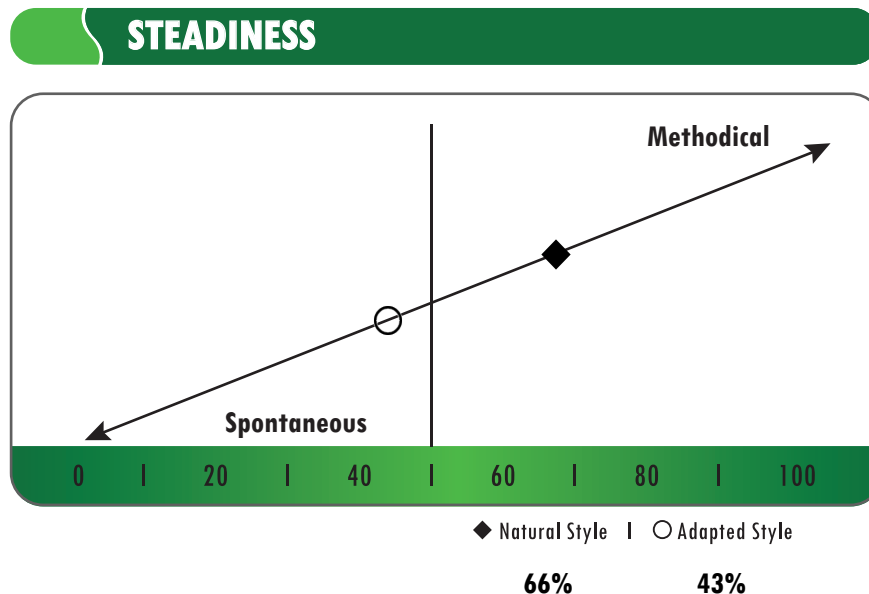
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Higher Steadiness (51-100%)

People who score higher on the **S** behavioral characteristic prefer to work at a manageable pace with an easygoing approach. They tend to work well in a team setting because they prefer to be in the company of others and contribute their efforts to an organization as a whole. They may have a long tenure at a position or with a company. They prefer to have time to adjust to change. Many prefer routines that provide a sense of security. They are often seen as patient, good listeners, organized, and valuable mentors.

Lower Steadiness (0-49%)

People who score lower on the **S** behavioral characteristic tend to prefer varied, non-routine activities. They tend to become bored and restless with repetitive work. They enjoy a fast-paced environment where they can multi-task, easily move from one project to another, and plan as they go. They embrace change and respond quickly to situations. The lower the **S**, the more emotion they will demonstrate. People with a lower **S** may be seen as active, impulsive, and hyper.



Sally's Natural Style

A major strength is her ability to remain calm in difficult situations. She wants a level of comfort with other members of the work group or team, and she seeks ways to become part of the team effort. When others suggest or implement change that requires a personal effort by Sally, they will often find themselves questioned whether the change is necessary. Her approach to solving problems is practical and reliable. Sally is most often an easy-going and relaxed person, who is willing to accommodate her schedule or actions to meet the demands of others. She often spends time looking back on a situation or problem and pondering how it could have happened, rather than considering what action to take from here. Sally has a nostalgic admiration for the past and thoughtful apprehension for the present. She can develop strong loyalties if she feels she is being dealt with fairly. Sally is most times willing and ready to follow capable leadership. She is seen as a good team member who is always willing to help those she considers friends. Sally wants to have a close relationship with a small group of intimate associates.

How a person handles standards and procedures set by others.

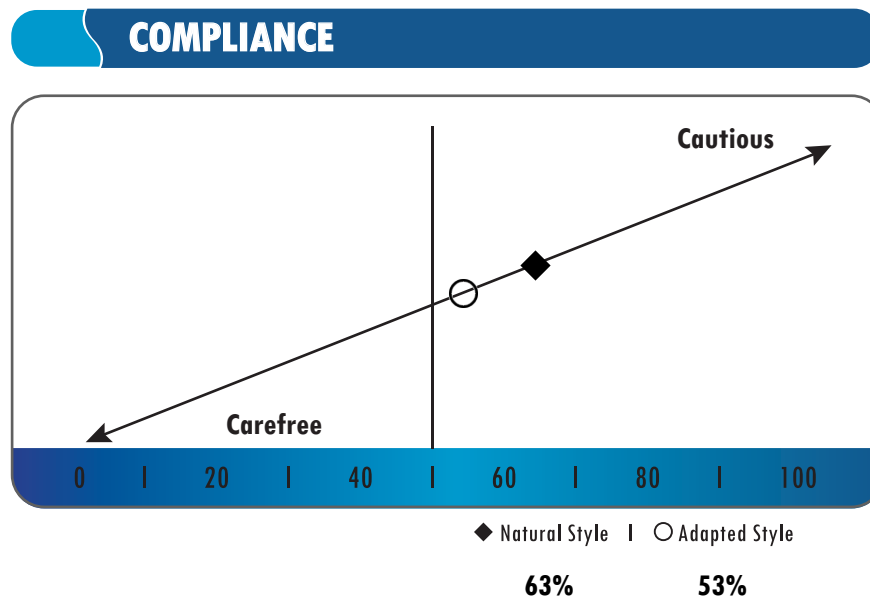
At the bottom of the page, you will see a graph representing the amount of Compliance behavior you prefer to use (◆ Natural) compared to behavior used in your work environment (○ Adapted). Remember, no DISC behavioral characteristic is better than another. Everyone uses all of the behavioral characteristics of DISC; however, each of us has preferences toward which behaviors are most comfortable or most utilized. When looking at your graph, a score in the 51-100% range is considered higher, and a score of 0-49% is considered lower. Please read below for a description of how each side of this behavior acts and a detailed paragraph on your specific results.

Higher Compliance (51-100%)

People who score higher on the **C** behavioral characteristic tend to be concerned about doing tasks and projects correctly. They focus on using established standards and procedures. They tend to plan ahead, know the rules, and minimize potential errors. They prefer to have time to think before taking action. They tend to be careful of key details and may ask probing questions. Most respect quality control measures and expect others to do the same. Many may be seen by others as discerning or critical.

Lower Compliance (0-49%)

People who score lower on the **C** behavioral characteristic tend to work in a more unrestricted manner without regard to standard operating procedures or protocol. They tend to look at the end results and use rules as guidelines that can be altered to fit their needs. They may not be energized by dealing with details or analyzing data. Those with the lower **C** usually are arbitrary in their approach to dealing with tasks. Many are seen by others as being self-reliant or unconventional.



Sally's Natural Style

Results are important to Sally, and she sets high goals to be achieved. To ensure the quality of a job or project, she focuses on the details and the "little things" that may impact producing good work. Sally most times places adherence to rules and procedures over the needs of people. She has a strong work ethic, and she can make less ambitious people uncomfortable. She is usually composed and adapts himself/herself to a situation to avoid ill will. She thinks more of cooperation than disagreement. She can upset others when she keeps important information to herself. Sally thinks that the best method to solve problems includes the use of reason to analyze the problem, along with a logical process to evaluate the possible outcomes. She has been known to withhold her support for an idea she thinks is ill-advised.

Communication is the cornerstone of building relationships. Communicating with Sally will be accomplished best by incorporating the recommendations outlined on this page. Using these recommendations with him will provide an opportunity to improve interactions, reinforce relationships, promote credibility, and gain increased productivity.

When communicating with Sally:

- Make changes in the plan sparingly.
- Provide accurate and factual evidence.
- Appreciate her skepticism as constructive feedback, rather than a road block.
- Relate facts and details to processes and successful outcomes.
- Provide evidence from experts.
- Express sincere appreciation for her contributions.
- Give her time to think before deciding.
- Make certain you have a commitment.
- Reassure her that it is a team effort.
- Provide details and directions in writing.
- Support recommendations with logic and accurate data.
- Keep your emotions in check.

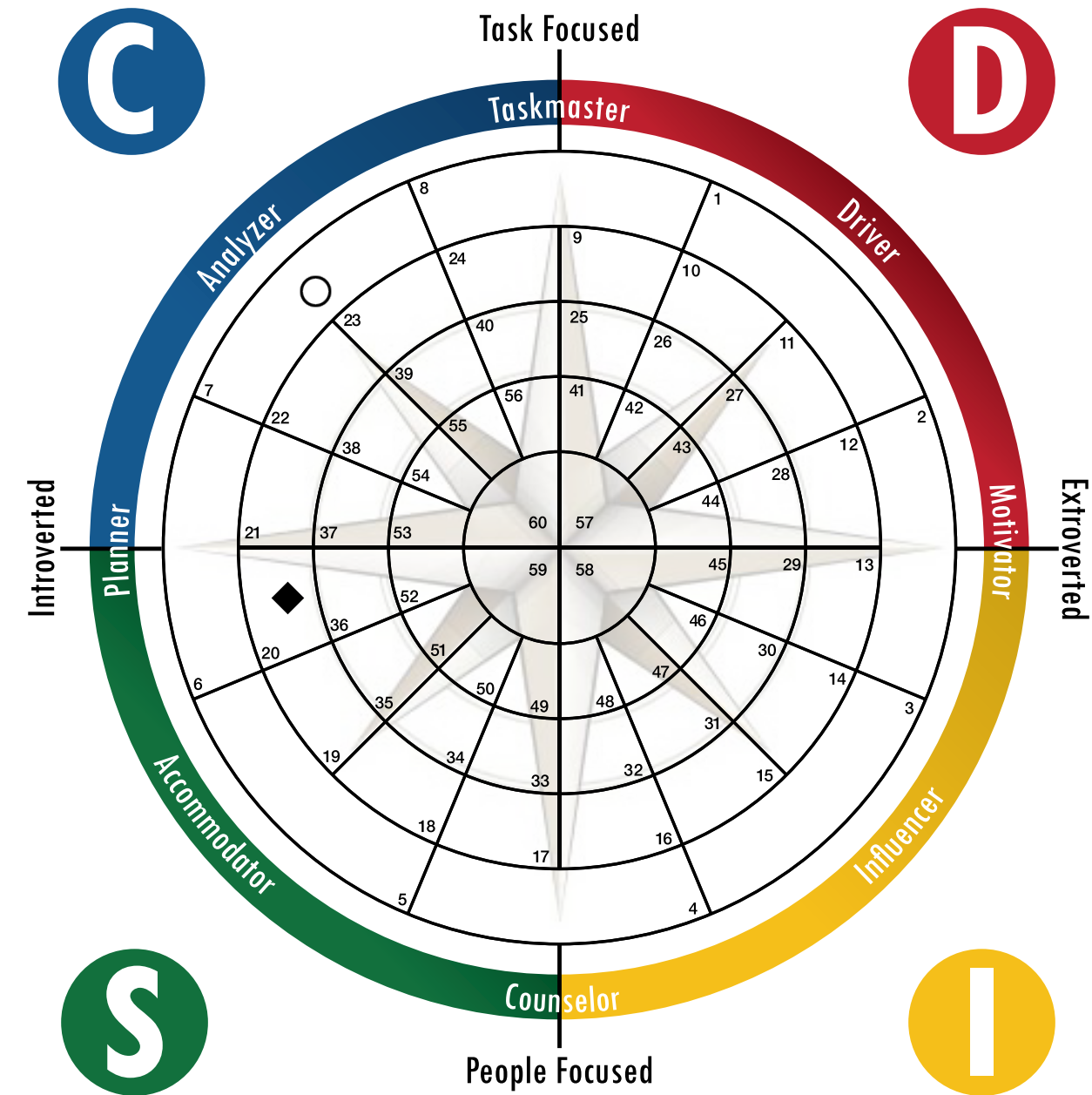
It is also important to recognize those things that can close the door of communication. When communicating with Sally, make an effort to reduce or eliminate the barriers listed below to minimize the stress and frustration often created when communicating with a person of her behavioral style.

When communicating with Sally, don't:

- Be impatient with your questions.
- Forget to follow-up as promised.
- Keep pushing for results without explanations.
- Finish her sentences.
- Forget to consult her on matters pertaining to her personally.
- Forget to find numerous ways to say, "Thank you."
- Overwhelm her with complicated details or information.
- Accept that she has automatically understood you.
- Emphasize the negative.
- End your meeting or phone call without asking if she has any questions.
- Show anger or emotion when attempting to make your point.
- Try to oversell her, even if you have the data.

Sally Sample
New Frontier Services Inc
6/12/2025

How far do you travel?



◆ Natural Style ○ Adapted Style
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