The DISC Map™
Your Energy Index

Navigating Performance, Getting Results.

Report For:

Sarah Sample

Sample Enterprises

President

Completed: 4/13/2014

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INTRODUCTION to the DISC Model

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.
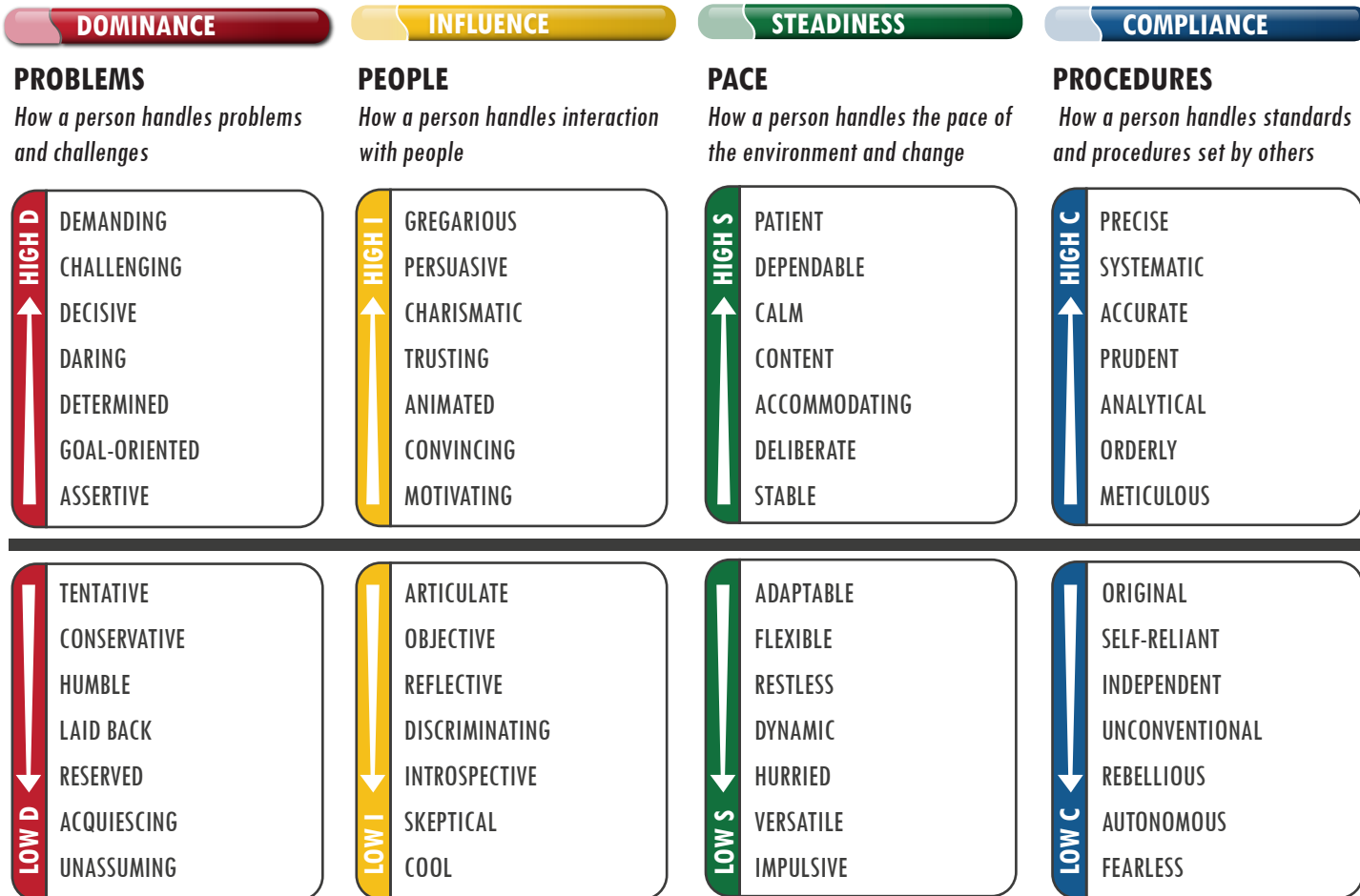
As you read this report, you may find that some statements appear to be contradictory. You cannot look at only one primary behavioral indicator in determining a person's style. You must look at all four behavioral tendencies when trying to better understand a person. Also, a person's behavioral style 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.

DISC Dimensions

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.

DOMINANCE	**INFLUENCE**	**STEADINESS**	**COMPLIANCE**
PROBLEMS	**PEOPLE**	**PACE**	**PROCEDURES**
How a person handles problems and challenges	*How a person handles interaction with people*	*How a person handles the pace of the environment and change*	*How a person handles standards and procedures set by others*

HIGH D
DEMANDING
CHALLENGING
DECISIVE
DARING
DETERMINED
GOAL-ORIENTED
ASSERTIVE

HIGH I
GREGARIOUS
PERSUASIVE
CHARISMATIC
TRUSTING
ANIMATED
CONVINCING
MOTIVATING

HIGH S
PATIENT
DEPENDABLE
CALM
CONTENT
ACCOMMODATING
DELIBERATE
STABLE

HIGH C
PRECISE
SYSTEMATIC
ACCURATE
PRUDENT
ANALYTICAL
ORDERLY
METICULOUS

LOW D
TENTATIVE
CONSERVATIVE
HUMBLE
LAID BACK
RESERVED
ACQUIESCING
UNASSUMING

LOW I
ARTICULATE
OBJECTIVE
REFLECTIVE
DISCRIMINATING
INTROSPECTIVE
SKEPTICAL
COOL

LOW S
ADAPTABLE
FLEXIBLE
RESTLESS
DYNAMIC
HURRIED
VERSATILE
IMPULSIVE

LOW C
ORIGINAL
SELF-RELIANT
INDEPENDENT
UNCONVENTIONAL
REBELLIOUS
AUTONOMOUS
FEARLESS

Your Natural and Adapted DISC Graphs

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.
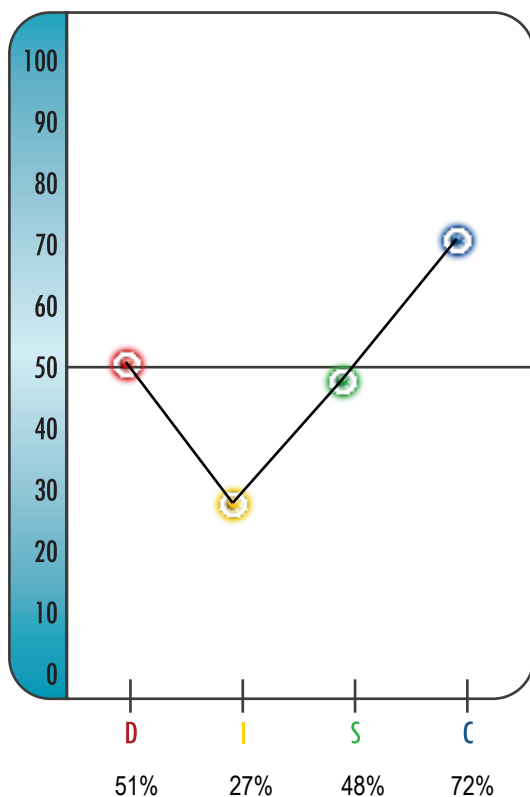
Natural

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.
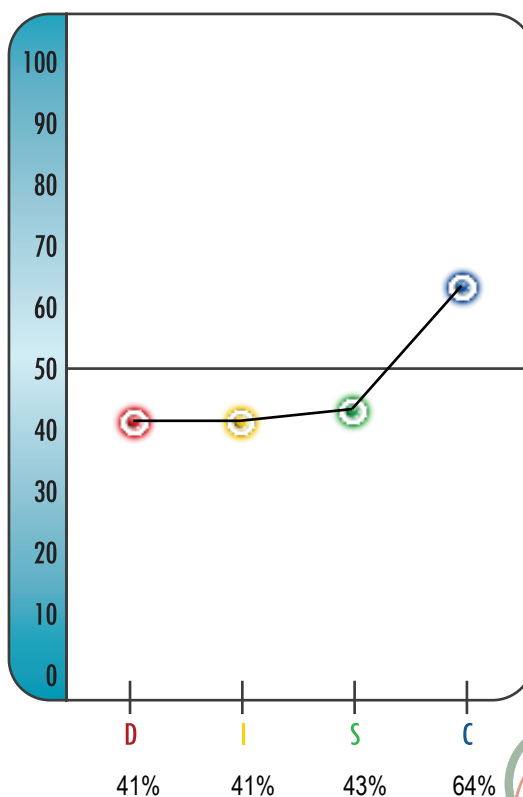
Adapted

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.

Natural Style				Adapted Style			
D	I	S	C	D	I	S	C
51%	27%	48%	72%	41%	41%	43%	64%

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D = Dominance

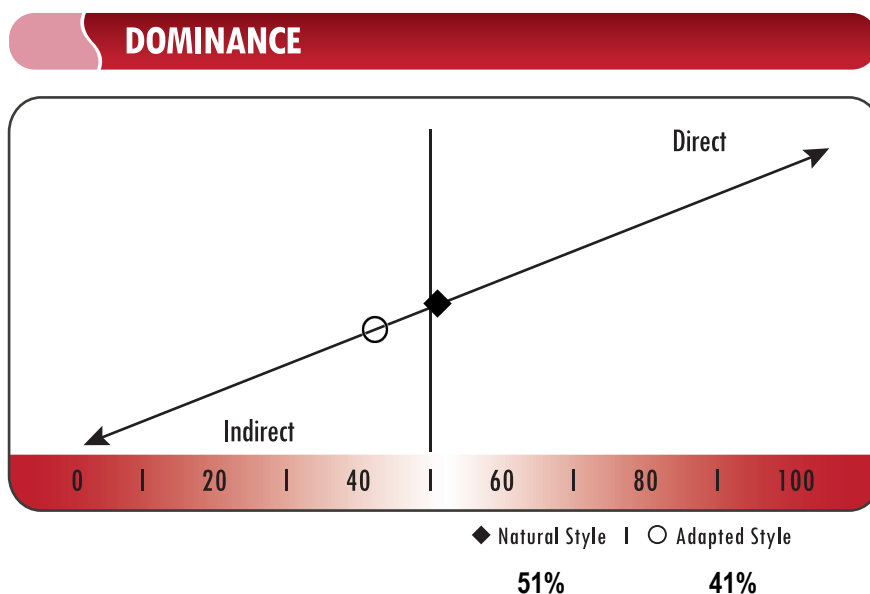**How a person handles problems and challenges.**
At the bottom of the page, you will see a graph representing the amount of Dominance behavior you prefer to use (◆ Natural) compared to behavior used in your work environment (○ Adapted). Remember, no DISC behavioral characteristic is better than another. 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.

DOMINANCE

Direct

Indirect

| 0 | | 20 | | 40 | | 60 | | 80 | | 100 |

◆ Natural Style ┃ ○ Adapted Style

51%   **41%**

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D = Dominance

Sarah's Natural Style

Sarah only follows a leader she holds in high regard and displays bold leadership. Sarah uses her personal power wisely in her working relationships with others. In fact, she prefers using personal power rather than position power to get the job accomplished through others. Sarah likes to use the information and materials at hand while looking for reasonable solutions to issues and problems. She wants to help others enhance their problem-solving skills and decision-making abilities. She likes to work with others in a search for workable solutions to problems or issues. Sarah will display a can-do attitude in her efforts to solve a problem or issue. Sarah's approach to problems or issues is to use available resources to research and arrive at workable solutions. She is uncomfortable having to take big risks, but she is open to small amounts of risk if there is thoughtful plan. Sarah can handle most situations with an easy-going approach, but when confronted, she is very capable of "standing her ground."

I = Influence
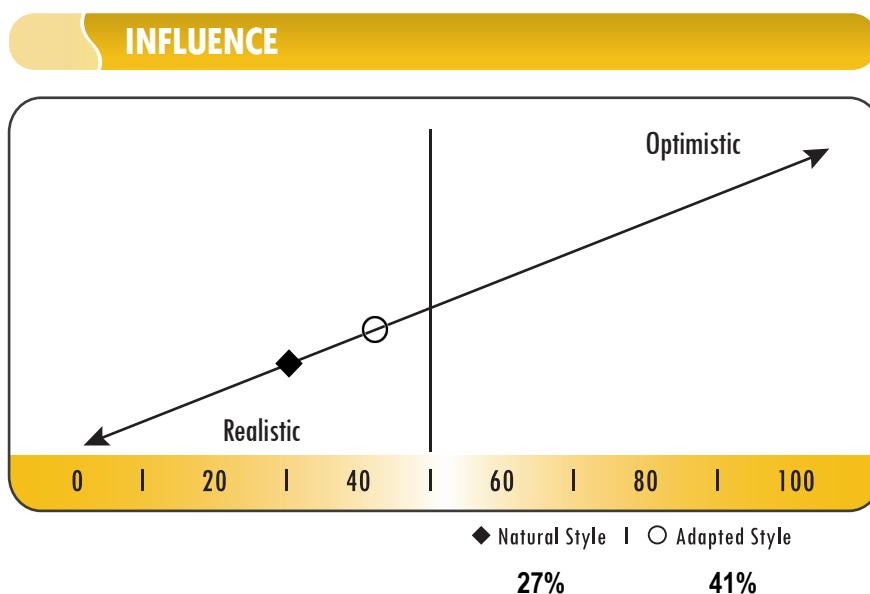
How a person handles interaction with people.

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.

INFLUENCE

Optimistic

Realistic

| 0 | | 20 | | 40 | | 60 | | 80 | | 100 |

◆ Natural Style **I** ○ Adapted Style

27%   41%

I = Influence

Sarah's Natural Style

When others get too critical of her or her actions, she tunes out emotionally and wants time to be alone. When looking for a solution to problems or issues she needs time to think and consider all available resources and options. She is careful and cautious when expressing her thoughts, ideas, and solutions. Sarah responds negatively to others who cannot support their doubts about her abilities with facts. She approaches problems and issues by thinking them through in a logical manner. Sarah must understand the background of a course of action before she can commit to it. When others ask her to do something, they should be certain to take the necessary time to explain the logical progression that led to the present course of action. During meetings ask her to review what has been done previously and what she has discovered prior to the meeting. Sarah wants to be certain that others understand the basis of how past decisions have been made.

S = Steadiness

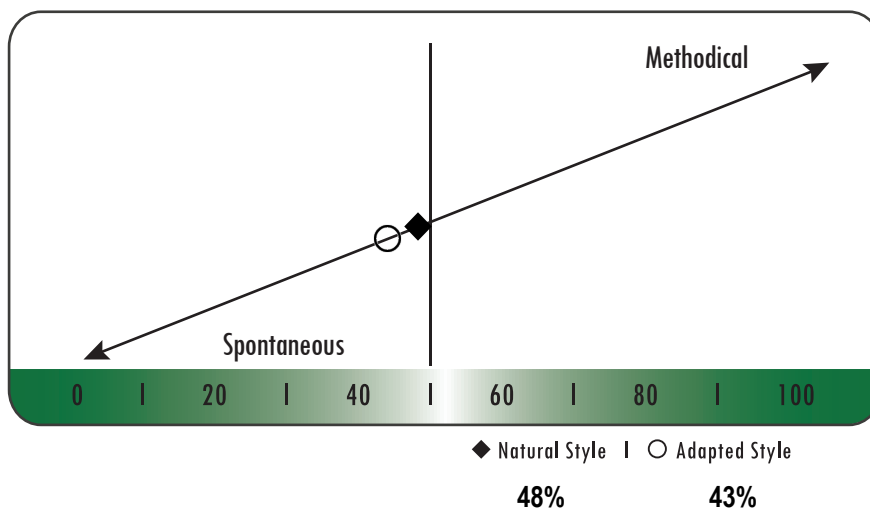**How a person handles the pace of the environment and change.**

At the bottom of the page, you will see a graph representing the amount of Steadiness 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 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.

STEADINESS

Methodical

Spontaneous

| 0 | | 20 | | 40 | | 60 | | 80 | | 100 |

◆ Natural Style I ○ Adapted Style

48%   43%

S = Steadiness

Sarah's Natural Style

Sarah wants her role and responsibility for the work group, team, and organization clearly understood. When a project or job is done well, she shares the credit with her fellow workers. Sarah works at a rapid pace and maintain the pace when her personal efforts are recognized and rewarded. For Sarah, an incentive for a job well done is be reflected in the form of higher compensation or additional benefits. She works hard to minimize her mistakes and rarely makes a big error. She typically looks back on a situation or problem, reflecting on how it could have happened, rather than considering what must be done to resolve the problem. Sarah is a loyal and dedicated member of the team when she feels others are understanding, honest and sincere. She is supportive of a leader she sees as capable and who does not give others special treatment. She is seen as a supportive team member who is always willing to help those she considers friends. Sarah wants to have a personal relationship with a small group of associates.
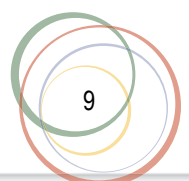
C = Compliance

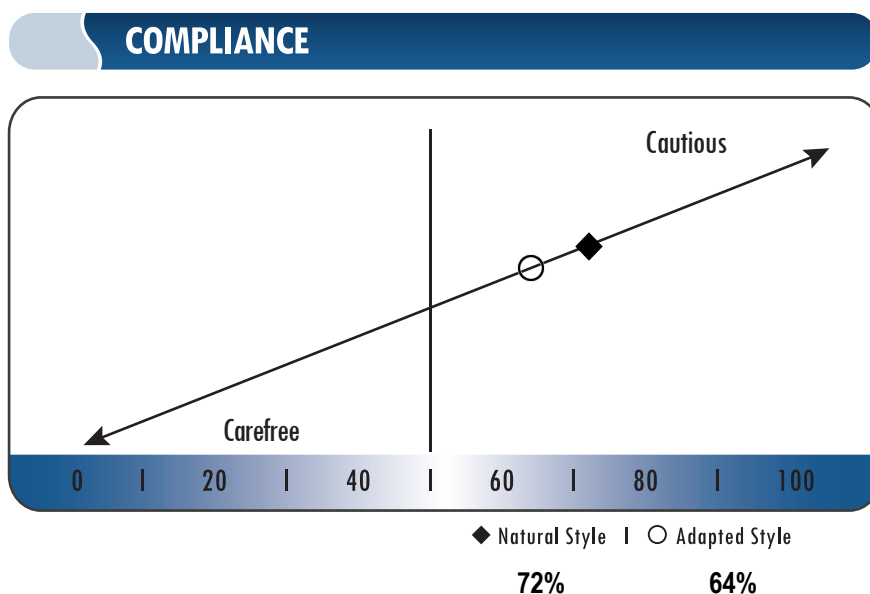**How a person handles standards and procedures set by others.**

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.

COMPLIANCE

Cautious

Carefree

| 0 | | 20 | | 40 | | 60 | | 80 | | 100 |

◆ Natural Style | ○ Adapted Style

72%   **64%**

C = Compliance

Sarah's Natural Style

Sarah tends to set deliberately high standards for herself and others. To ensure the quality of a job or project, she focuses on the details and the "little things" that may impact producing good work. Sarah often values the need to follow rules, procedures, and guidelines above the needs of others. She has a strong work ethic, and she can make less ambitious people uncomfortable. When she must deal with a difficult situation, she responds in a tactful manner to avoid conflict. She may inhibit communication with others because she guards information. Sarah's approach to solving problems is to use the art of reasoning. She prefers to research the problem, look at the problem logically and implement a well thought out plan. She considers refusing to give her backing for a project or idea if she believes it has been ill-considered.

Your Behavioral Strengths

An important part of every organization is its ability to use the inherent behavioral strengths of each member of the team. The DISC Map™ highlights the potential behavioral traits and aptitudes that Sarah brings to the work environment. This information will help her and the organization better understand and maximize her behavioral strengths.

Sarah's style:

- Is an astute tactician.
- Displays a strong power of observation.
- Weighs options carefully and thoroughly.
- Effectively deals with problems when they arise.
- Seeks new ideas and approaches.
- Willing to make tough decisions.
- Is client and customer service focused.
- Coordinates the efforts of others.
- Is methodical in planning.
- Can be profit conscious and aware of costs.
- Probes beneath the surface of issues and problems.
- Prefers technical systems and processes.

Based on the information above, please list your top three strengths in the space below.

Your Preferred Work Environment

In various environments, people must have the ability to be flexible and adjust their behavior in order to be effective. Sarah should understand the work environment in which she feels most comfortable. It is an environment in which she can produce her best results and stay highly energized. Below is a list of items that Sarah needs in her preferred work environment.

A work environment:

- That permits her to work on the details of a project or program.
- That allows her to solve specific problems.
- With the opportunity to do it right the first time.
- With the ability to make decisions on what should be done.
- With a position, title, or role where she can drive toward achieving goals.
- Where she can use her high energy level.
- With work relationships without conflict or confrontation.
- That is relaxed and comfortable.
- Where she can work at a consistent pace to get the job done.
- With quiet and/or solitary time to investigate all aspects of a problem or project.
- Where she can solve problems without becoming emotionally involved.
- Where she can demonstrate her technical expertise.

Please list any additional work environment needs you may have that would maximize your strengths.

Your Strengths to the Team and Organization

This section of The DISC Map™ provides a list of strengths that Sarah contributes to a team and organization. Recognizing these attributes will enable Sarah to capitalize on her talents in the workplace.

Sarah:

- Contributes ideas to the team that are well thought out.
- Is careful in her thoughts or actions as a member of the team.
- Has a high regard for the leader of the team and her authority.
- Leads by challenging others to perform well.
- Motivates the team toward its goals by her own need and desire to succeed.
- Makes an effort to achieve maximum team performance.
- Excels in promoting team efforts.
- Encourages team-building efforts.
- Develops strong camaraderie among team members.
- Is a diplomatic member of the team.
- Keeps the team focused on the problem and solutions.
- Takes a position she does not necessarily agree with, for the purpose of additional debate.

Please indicate below how the team or organization can better capitalize on your talents in the workplace.

Your Performance Energizers

Each behavioral style is driven by different needs and desires. Performance improves and is sustainable when individuals are energized by their responsibilities. While some of the Performance Energizers listed below are possibly being met in the work environment, there are others that may not be. It will be helpful for Sarah to identify which of these energizers are not utilized in her role.

Sarah prefers:

- Recognition for quality work.
- A manager who follows company policy and procedures.
- An environment where decisions are made in a non-emotional manner.
- Others to be available when she may need them.
- A prestigious position to make others aware of her authority and influence.
- An environment where she can promote innovative concepts to gain a competitive edge.
- An environment where loyalty and cooperation are recognized and rewarded.
- Step-by-step procedures that allow her to get the job done right.
- Validation that others have used the ideas and are getting reliable results.
- Personal quiet time that allows time to think and plan.
- To work for a manager who is determined and results oriented.
- Advance notice of future events so she will know what to expect.

In the space below, please note any items that are important to you that are not presently incorporated into your daily activities.

Personal Growth Barriers

Each of us prefers to see ourselves in a positive way. While Sarah has many outstanding strengths, there can be areas of her behavior which could impede her success. This section of The DISC Map™ contains suggestions to consider which relate to the behavioral tendencies that may slow or hinder her achievement of desired performance goals.

Sarah may:

- Unemotional and under stress can become undemonstrative.
- Be highly stressed, not want to talk about it, so no one will know the reason for the stress.
- Fail to listen to others and their perspectives.
- Be direct, blunt, and sarcastic when interacting with others.
- Be a situational listener.
- Dislike a predictable and methodical environment.
- Have trouble saying "no", even when overloaded with projects.
- Go along to get along, agreeing with the decision, but not doing what she agreed to do.
- Have ideas for improvement, but often will not present them for fear of having to change.
- Oversell facts and supporting information, while not using enough emotion in her communication or presentation.
- Withdraw from others until she develops a solution.
- May lack social confidence.

Based on this information, please list some areas that you would like to improve on in the space below.

Your Performance Improvement Suggestions

This section of The DISC Map™ outlines suggestions on how Sarah can improve her performance in the workplace. She should review these items with her supervisor/manager to determine how they can be incorporated into a personal development plan that will lead to increased productivity.

Sarah may need:

- To work at being more open minded.
- To understand that making decisions involves risk.
- To consider giving more compliments to others.
- To know what is expected of her.
- To define the problem before she attempts to solve it.
- To consider setting up a pilot program when faced with making a dramatic change.
- To take more time to plan and prepare thoroughly.
- To know that loyalty should not be confused with productivity.
- To adapt to change more quickly.
- To learn to communicate with others in a less direct, straightforward manner.
- People to provide her with logical questions, answers, and solutions.
- Time to collect her ideas, thoughts, and information prior to making a decision.

In the space below, please list some ideas on how you can increase your productivity.

Your Management Expectations

Each behavioral style has different preferred management expectations. This section of The DISC Map™ suggests how a manager/supervisor can be most effective when working with her. Use these suggestions to manage, motivate, and communicate with Sarah in order to have a productive working relationship.

Suggestions for managing Sarah:

- Know she tends to be good technically and will often use facts, details and statistics to do her talking.
- Appreciate that she performs best when everything is organized in a system with well-defined goals and objectives.
- Realize she is cautious by nature and prefers avoiding trouble rather than confronting it.
- Make certain decisions are made in a timely fashion.
- Understand her desire to strongly argue her point of view.
- Remember she is driven by her ego and desire to win.
- Reward her conscientiousness, dedication and reliability.
- Understand her approach and need to complete a task before taking on additional projects.
- Offer ideas and suggestions of alternative methods to solving a problem.
- Know that she will want to search for the solution without emotional input from others.
- Respect the effort and work she invested in the project or job.
- Show her a positive solution, as she has a tendency to see only the negative consequences.

Each behavioral style approaches change differently. The manager/supervisor should consider the following to more effectively implement change with Sarah.

Suggestions for implementing change with Sarah:

- Give her the opportunity to organize the change.
- Answer her concerns and questions in great detail using logic, facts and data to support the change.
- Be aware of the possibility she may guard information important to the change.
- Make a concerted effort to explain a change of stategy or direction.
- Explain to her that she can't always do what she thinks is right.
- Stick to basics, over explaining can be a waste of time.
- Realize that she will take longer to adjust and adapt to change.
- Understand she will agree to the need for change, but make certain she follows through with the change.
- Show her how the new changes will affect her priorities.
- Keep in mind that she will be skeptical of the need for change and will question the motives for the change.
- Know that she may use sarcastic wit and humor to make her points regarding the change.
- Don't ask her to be the lead person in implementing the change; she may come across as too direct and blunt with other team members.

Communication Builders and Barriers

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

When communicating with Sarah:

- Schedule all time frames used in the process.
- Provide evidence that is substantial and practical.
- Make changes in the plan sparingly.
- Support the results she has achieved.
- Negotiate commitment on a person-to-person basis.
- Be prepared to decide quickly.
- Provide suggestions and instructions on how the job or project can be accomplished.
- Provide evidence from experts.
- Reduce uncertainty and the potential for risk.
- Provide details and directions in writing.
- Be brief and precise.
- Present the reasons for and the reasons against an idea, project or decision.

It is also important to recognize those things that can close the door of communication. When communicating with Sarah, 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 Sarah, don't:

- Be indecisive about what you expect.
- Use someone's opinion as evidence.
- Make emotional statements about her trust or teamwork.
- Exceed your allotted time or use the scheduled time with her inefficiently.
- Gloss over problems.
- Be casual about expected deadlines.
- Talk too much or over control the conversation.
- Exaggerate your ability to help.
- Fail to clarify her role or responsibility.
- End your meeting or phone call without asking if she has any questions.
- Fail to provide the information she needs to make a decision.
- Be indirect with explanations and procedures.

Perceptions

Experiencing differences in communication styles may sometimes make you feel like you're playing a game of tug of war. This struggle stems from the dichotomy between how you perceive your behavior and how it is perceived by someone with a different behavioral style. You may not think about how your actions are interpreted by others because you know the intentions behind them. However, if someone doesn't know your intentions, this may lead to misunderstanding and conflict. Harnessing the power of The DISC Map™ helps you realize the effect you have on others, and how you may be seen by someone with a different style.

| As a Higher Dominance, your self-perception is:		Whereas a person with a different style may see you as:	
Self-starter	Results-driven	Argumentative/Explosive	Risky
Quick Worker/Enthusiastic	Problem Solver	Controlling	Impatient
In Charge	Assertive/Self-confident	Demanding	Opinionated
Tenacious	Competitive	Ego-driven	Rude

As a Lower Influence, your self-perception is:		Whereas a person with a different style may see you as:	
Realistic	Objective	Pessimistic	Boring
Factual	Controlled	Negative	Passive
Concise	Candid	Suspicious	Cold
Focused	Private/Guarded	Skeptical	Withdrawn

As a Lower Steadiness, your self-perception is:		Whereas a person with a different style may see you as:	
Adaptable	Unrestricted	Spontaneous/Reactive	Unstructured
Flexible	Multi-tasking	Impulsive	Impatient
Responsive	Active	Inconsistent/Erratic	Restless
Unattached	Busy	Unpredictable	Hyper

As a Higher Compliance, your self-perception is:		Whereas a person with a different style may see you as:	
Prudent	Analytical	Critical	Worried
Careful	Organized	Hard to Please	Nervous
Accurate	Procedural	Strict/Rigid	Stickler for Details
Precise	Correct	Unapproachable	Overly Analytical

Perception of Adjustments Needed for Work Environment

This section of The DISC Map™ demonstrates how Sarah adjusts her Natural Behavioral Style to meet these requirements. The more this section is different from her Natural Behaviors, the more she may feel the need to adjust her behavior to meet the real or perceived demands of her work environment. Small adjustments generally indicate that she has found a comfort zone in her work environment. As Sarah establishes or changes workplace roles or goals, she will move in and out of her work environment comfort zone.

DOMINANCE	INFLUENCE	STEADINESS	COMPLIANCE
-10	+14	-5	-8
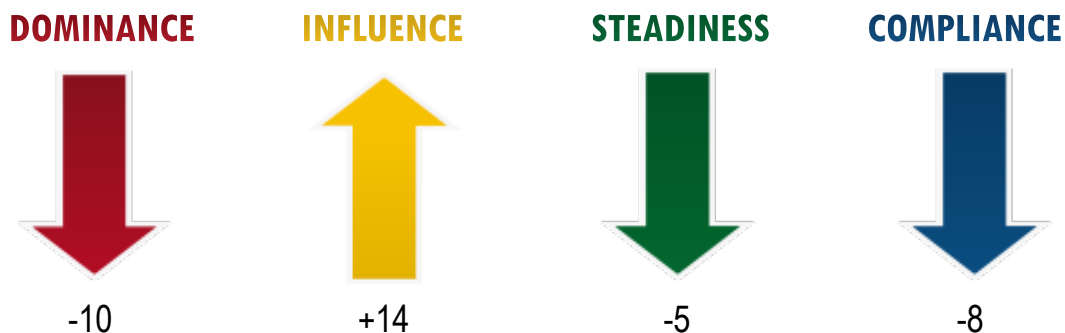
If any behavior changes by 30 points or more, the person feels she needs to turn off or turn on a behavior in order to function in the current work environment. Sustaining this level of adaptation over a long period of time can cause stress and should be examined. If you are adapting your Natural Behavioral Style, please use the space below to identify strategies or changes that you think need to occur to minimize any negative impact on you.

Handling Change and Energy Drains

Stress is an often misunderstood and overlooked reality of life, yet studies have shown that it clearly affects our health. The more negative energy one experiences at work or home, the less healthy and happy a person becomes. Stressed-out team members can result in lowered productivity, increased absenteeism and tardiness, high employee turnover, and a disengaged work environment. Identifying what causes stress for you and knowing how to relieve those stressors is extremely important. Since some stress cannot be avoided, it is also important for a person to know how to recharge their emotional battery. If people do not recharge their batteries, they will usually start to experience health-related issues. The DISC Map™ helps explain what stresses you, how you react to stress, and what specific things you can do to deal with the stress.

Handling Change and Energy Drains (C)
With your Core or Primary Compliance Behavior, you become concerned about the impact of a change.

Stress inducers for the Core **C** include:

- Risky or unpredictable situations
- Inaccuracies and mistakes
- Others who violate rules and procedures
- Too much chit-chat
- Too much people contact
- Feeling inadequately informed
- Dealing with overly emotional people
- Criticism of work
- Faulty or non-existent systems
- People who do not focus on quality of work

Your response to these stress inducers can include:

- Pessimism
- Being overly critical of self and others
- Being picky
- Fearfulness
- Becoming quiet
- Guarding information
- Distancing yourself from others
- Worrying about an outcome
- Not acting on a decision
- Overanalyzing a situation

After a stressful experience, a Core **C** should recharge their battery with "thinking" time. Activities should include alone time, research, time for reflection, developing systems to minimize human errors, meditation, etc.

Flexing Your Style for Effectiveness

Understanding your DISC behavioral style can help you maximize YOUR personal effectiveness, but someone with a different behavioral style may not do things the same way that you do. There are some things YOU can do to increase YOUR effectiveness with OTHERS.

As a Core C

How to Communicate or Interact with:
A person who talks loudly and quickly, is extroverted and task-focused, and asks "WHAT" questions, like the High D. Here is how you can flex your style:

- Focus on key facts and figures
- Do not overwhelm them with data
- Move quickly
- Be brief and to the point
- Satisfy their strong ego
- Allow them to "win" and feel in control
- Show them your expertise
- Be big-picture oriented

A person who chit-chats more than listens, is extroverted and people-focused, and asks "WHO" questions, like the High I. Here is how you can flex your style:

- Show genuine, personal interest in them
- Listen to them as they talk
- Ask questions
- Show excitement
- Be friendly
- Remember to smile
- Show your expertise but don't talk down to them
- Build rapport first

A person who is soft-spoken and reserved, is introverted and people-focused, and asks "HOW" questions, like the High S. Here is how you can flex your style:

- Move slowly but don't waste their time
- Provide facts and figures
- Do not over-control/be too pushy
- Provide assurances and testimonials
- Develop trust
- Focus on reliability and service
- Ask about their family/be friendly
- Follow up after meetings

A person who speaks in a monotone and deliberate way, is introverted and task-focused, and asks "WHY" questions, like the High C. Here is how you can flex your style:

- Provide accurate data
- Do not be defensive when questioned
- Be prepared to examine the pros and cons
- Follow through on promises and commitments
- Deliver supporting documentation
- Focus on eliminating human errors
- Demonstrate preparedness
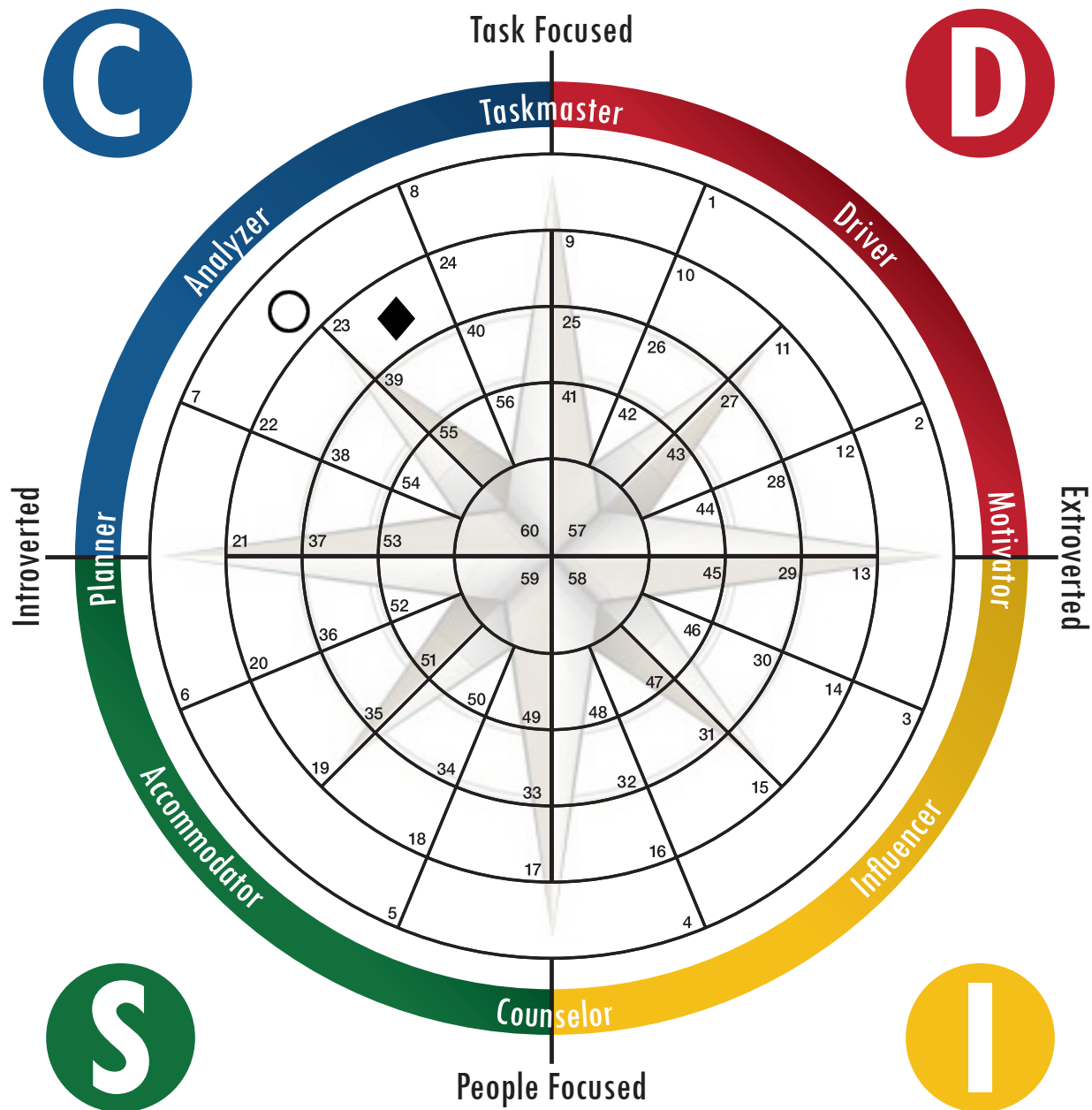- Don't overanalyze when action is needed

The DISC Map™

Sarah Sample

Sample Enterprises

4/13/2014

How far do you travel?

C Task Focused **D**

Taskmaster

Analyzer Driver

Introverted Motivator Extroverted

Planner

Accommodator Influencer

S Counselor **I**

People Focused

◆ Natural Style   ○ Adapted Style

23   7

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