



# Personality Insights

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*Classic Report*

Sample

2 May 2013

## About DISC

For almost a hundred years, psychologists had studied about the differences of human behaviors in responding to stimulus and external environment. The studies show 4 dimensions of human intrinsic drives known as “DISC”. Nowadays, this principle is well developed as an assessment tool to describe human behavior patterns, called DISC Behavioral Assessment which is widely used among firms, recruitment, self-development, study, and career selection.

DISC stands for 4 characteristics: Dominance (D), Influence (I), Steadiness (S), and Conscientious (C). Each characteristic is different from one another as followed:

- Dominance:** direct, confident, decisive, determined, confronting, making quick decisions, fast-working, active, and result-oriented; A person who is dominant likes challenges, adventures, and competitions, desires for power, eager to solve problems, and looks at the big picture.
- Influence:** communicating, chatty, open, socializing, enthusiastic, joyful with people, having sense of humor, optimistic, friendly, desiring in participating to help people, and good at persuading people
- Steadiness:** calm, patient, good listener, sympathizing others, gentle, humble, steady, neat, cautious, and passive. A person who has steadiness follows work direction, cooperate with the team, and pay attention to safety and security.
- Conscientious:** methodical, formal, adhered to rules and standards, disciplined, attentive to details and facts, accurate, analytical, rational, cautious, prudent, contemplative, and introvert.

These four behavioral characteristics are not to be compared among one another. No right or wrong. No better or worse. Each has its own strengths and weaknesses. There are more or less all four characteristics blended in one person. In general, only one or two of them will stand out.

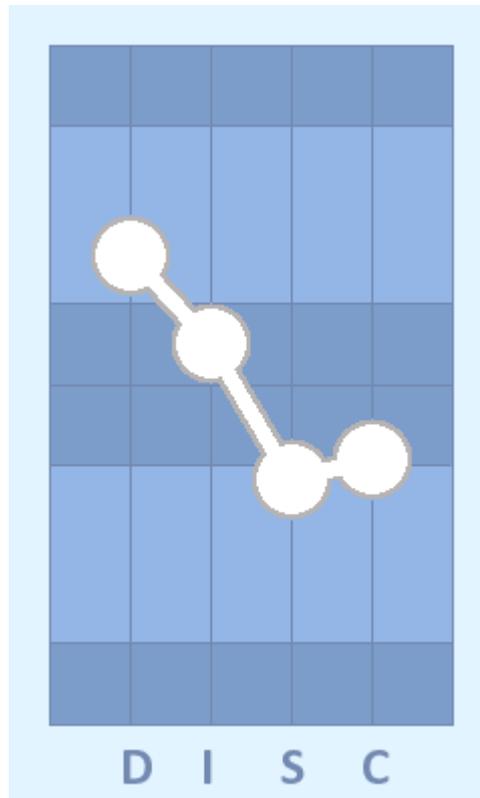
DISC helps us “read” ourselves, explaining who we are, how we behave, what our strengths and weaknesses are, what matter affects our feelings, and being aware of our behaviors. It helps finding what suits us and the appropriate ways to improve our behavior for our best.

In addition, DISC helps us understand others’ behaviors better, why they do such thing, act this way, respond that way, and use that tone of voice and gestures. DISC broadens a perception of certain behaviors, helping us understand people’s nature, view in different angles, and get to know who they really are. In consequence, we can determine the appropriate “interaction” for each person, adjust our attitudes towards people, and accept and respect people’s differences.

These basic understandings bring out and make use of good attributes of each person, balancing differences resulting in “flexible” and “efficient” coordination which reduces conflicts and people problems and creates a pleasant working environment.

DISC can be applied in all activities concerning people, both in career and personal life e.g. self-improvement, team development, quality improvement for communication in the organization, conflict management, recruitment, career selection, customer service, selling, negotiation, business alliance relation management, etc.

## Sample



### Summary Profile

Assertive

Initiative

Competitive

Decisive

Self-reliant

Generous

Participative

Charming

Socializing

Criticizing

Prefer diversity

Responsive

Active

Quick tempered

Independent

Insistent

Informal

Random

Self-satisfied

For this type of graphs, a person is very independent and so high self-confident that he/she might be perceived as an arrogant. He/she has vision, forward thinking, and work very hard to achieve goals. Sometimes, he/she looks aggressive, direct, and interested in many things. Sometimes, he/she is cold and blunt. He/she sets a high standard for him/herself and others, expects completed tasks, and might criticize if things are not up to his/her standards. Demanding quick results, he/she gives a great deal of importance to time and efficiency that people might sometimes view him/her as impatient, brief, and self-center.

He/she is active, vigorous, agile, and a doer. Therefore, he/she might be frustrated when there is no goal to achieve. He/she is good at identifying other people's motives and using them to get on the way what he/she desires. He/she explicitly expresses his/her demanded results, loves challenging and unique works, likes to compete and set him/herself in a major position, is willing to take responsibility if a job is challenging toward his/her goals, and shows self-satisfaction when the job is accomplished.

Wanting to control external environment, he/she dominates people by attempting to change people's thoughts and actions and also persuading others to achieve goals. Therefore, others' feelings are easily affected or irritated. He/she is likely to avoid any constraints e.g. close supervision, time-consuming tasks, and detailed and routine jobs. This type of persons gives an importance to personal freedom and can easily be frustrated when working in a group or any group activities.

Nevertheless, he/she can be quite charming when interacting with others. He/she can use his/her skill in talking to persuade others to help him/her, especially with trifling or detailed jobs. People might confuse themselves while one part of them is drawn to this type of persons and another part surprisingly wants to stay away from him/her. Many might even feel like they are "being manipulated". Even though he/she sometimes frightens and dictates other's decision, he/she is generally likable among colleagues due to good negotiation and motivation skills.

This type of persons is shrewd, fast thinking, impatient, and criticizes others who are not like him/her. He/she evaluates others from their capability to build success. He/she is firm and determined even in conflict situations. When necessary, he/she can take charge and mandate even he/she is not in the position where authority is granted.

This type of persons tends to be easily frustrated and angry, especially when he/she feels falling down or fail or feels being taken advantage. These are his/her fear; failure and being exploited. He/she desires for task achievement and gains recognition from the success he/she produces.

This type of persons should try to control emotion him/herself, be aware of others' feelings and requirements, listen more than think of what to say next, enhance his/her listening skill, improve disciplines, understand public regulations, allow more time to consider all information, review and be more cautious, and learn to relax.

### **Strengths and Values to the organization**

- Determined and strong-willed; individualist and need freedom to act.
- Straightforward and self-confident; feel free to express opinions.
- Goal and result oriented.
- Decisive, take action, and dare to change.
- Initiative to new ideas; like challenges.
- Give praises and appreciation to team members.
- Versatile; able to adjust him/herself.
- Have vision; concerning big picture.
- Have leadership and be able to initiate new activities or projects.
- Good at influencing and persuading others to go along with his/her ideas.
- Build united connection by sharing value to each others; inspire others.
- Focus on efficiency, effectiveness, and success.
- Active; able to manage and work rapidly.
- Point out key issues straightforwardly.
- Be a trouble shooter; sort out creative solutions.

### **What others might perceive as negative**

- Often not open up for others' opinions due to too high self-confident.
- Express aggressiveness and argue when being threatened or stressful.
- Think and act too fast that he/she might overlook some information.
- Take too high risks; too venturesome.
- Often frustrated with those who cannot catch up with him/her.
- Might be annoyed with disturbance or obstacle.
- Might ignore rules which obstruct him/her from attaining goals; exerting too much power.
- Tend to push him/herself heavily; highly expect him/her and others to achieve goals.
- In crisis, might give command to others which might irritate or hurt others' feelings.
- Might confront people; argue harshly on discrepant opinions.
- Impatient; not open for others' opinions, especially those who speak ambiguously or unclear direction.
- Quickly respond; impulsive and hasty.
- Easily bored and angry, especially when being obstructed from attaining goals.
- May join too many social activities or projects at a time.

### **Things that Motivate**

- New creative, modern and challenge opportunity.
- Be able to control situation, environment of work and his/her own result.
- Opportunity for advancement and outstand.
- Opportunity to work independently and can take action on activity.
- His/her opinion and achievement are recognized or interested.
- Be competitive and opportunity to win and achieve goal.
- Gain reward from the win and success. Be upgraded or promoted.

## Things that De-motivate

- Be in restricted rules and be closely monitored while working.
- Not gain recognition in his/her work result and capability.
- Things that derogate his/her image to public.
- Get repetitious work or work with complication and details. Get bored and no fun.
- Lose face, discredited. Be perceived meaningless.
- Be limited the responsibility. Be examined and interfered the authority.
- Be limited to use resources. Not support the resources.
- Be forced to do what he/she disagrees with. Or be forced his/her to follow.

## Response when Pressured

- Quick respond to the change but in the way to overcome thus able to stand high pressure.
- Tend not to allow external pressure to generate stress to him/her. Never yield to anyone.
- Fight opponent when he/she feels being threaten or insulted or taken advantage. Fight in any timing.
- Unable to control emotional expression well enough. Rather not be self-reserved, may immediately show frustration by facial expression.
- Hot-tempered, easy to get angry especially when he/she feels about to fail or being taken advantage.
- Express more violent tone and show self-power and possibly together with power from information in hands.
- Guard, self-defend openly and definitely persist on own standing point when under pressure.
- May challenge people around and possibly result in serious argument about different opinions.

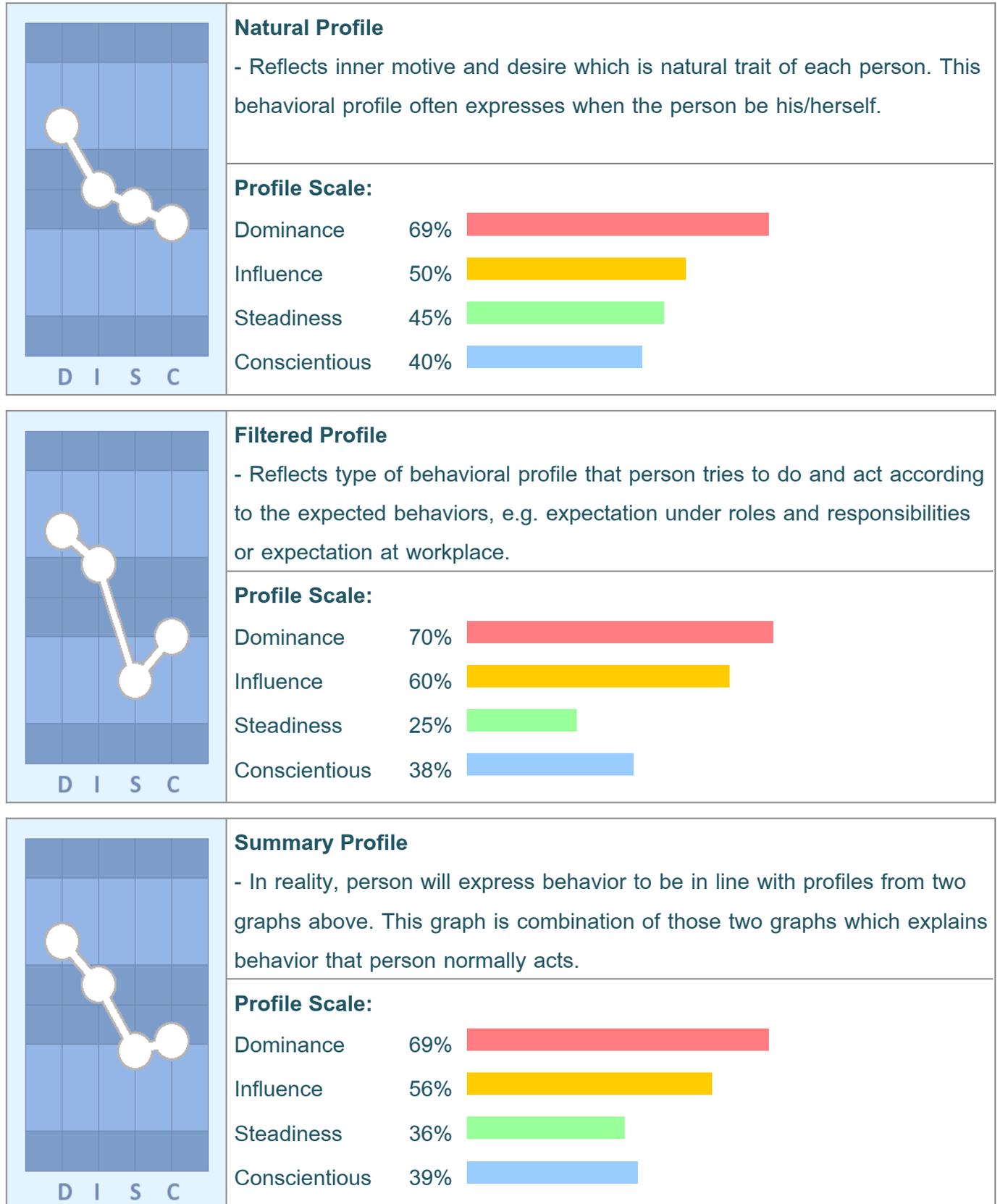
## **Suggestions for improvement**

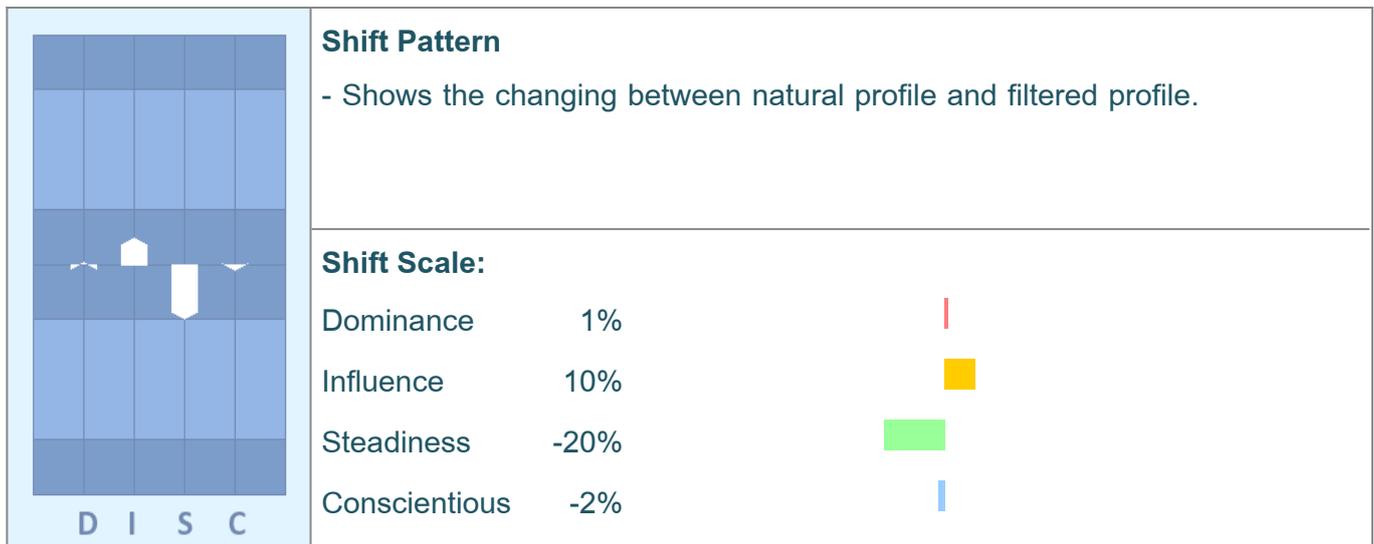
- Pay more attention to others' reaction and more receptive to feedback from others.
- Be calm; listen to others' opinions carefully.
- Explain his/her reasons and concepts regarding goals and problem handling.
- Learn to ease up and slow down to relieve stress in him/her and others.
- Choose gentle words and speak in softer voice especially under stressful circumstances.
- Show more humble and perform moderate gestures.
- Think more thoroughly and carefully; spend more time in consideration.
- Allow more time to respond ; be calmer and view an issue more delicately.
- Learn to follow up with works and make regularly evaluation.
- Be patient; try controlling him/herself.
- Pay more attention to quality.
- Showing more collaboration in the team; giving importance on long-term relationship.

## **Work characteristics that suit personalities**

**Inspirer:** Management, mass communication, selling, marketing, production, advertising, consulting, problem solving, lecturing, broker, and freelance.

## Personality Profile





## Personality Analysis

### Prominent Traits

Prominent Traits are natural behaviors. These behaviors are perceived that suitable with current environment/work condition. Therefore, these behaviors are continued and clearly seen.

Possibility of prominent traits as follows;

- Confident, self-assured
- Assertive, insistent
- Initiative, active

### Transient Traits

Transient Traits are non-natural behaviors. They are perceived important and need to be adjusted to suit with current environment/work condition. These behaviors can be changed according to the changed environment.

Possibility of transient traits as follows;

- Optimistic, positive
- Sociable, easy to blend in
- Openly, friendly

### Potential Traits

Potential Traits are natural behaviors but be perceived not suitable to express in current environment/work condition. Thus, these behaviors are expressed occasionally such as when under pressure.

Possibility of potential traits as follows;

Not found

### Inactive Traits

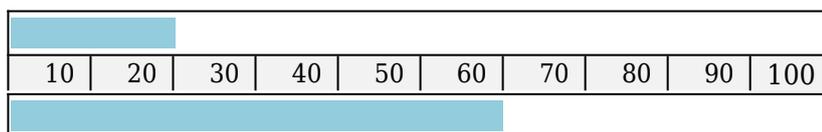
Inactive Traits are non-natural behavior and they are perceived unnecessary to adjust in current environment/work condition. In general, these behaviors are not seen and expressed.

Possibility of inactive traits as follows;

- Empathy, considerate
- Team focus, relationship
- Steady, consistent
- Rational, quality focus
- Analytical thinking, reasoning
- Sensitive, receptive

### Tension and adaptability

The following graph shows tension level of the person as a result of adaptation from natural behaviors to suit with current environment/work condition. High tension may result in pressure and stress. High adaptability would help person to be more capable in taking pressure from behavioral changes. Tension level that considered 'high' shall be start from 20% up.



Tension 20%

Adaptability 60%

Possible causes of tension: Be expected to increase adaptability, increase speed to respond and express enthusiasm. Be agile, alert, open for the changes and be ready at all times.