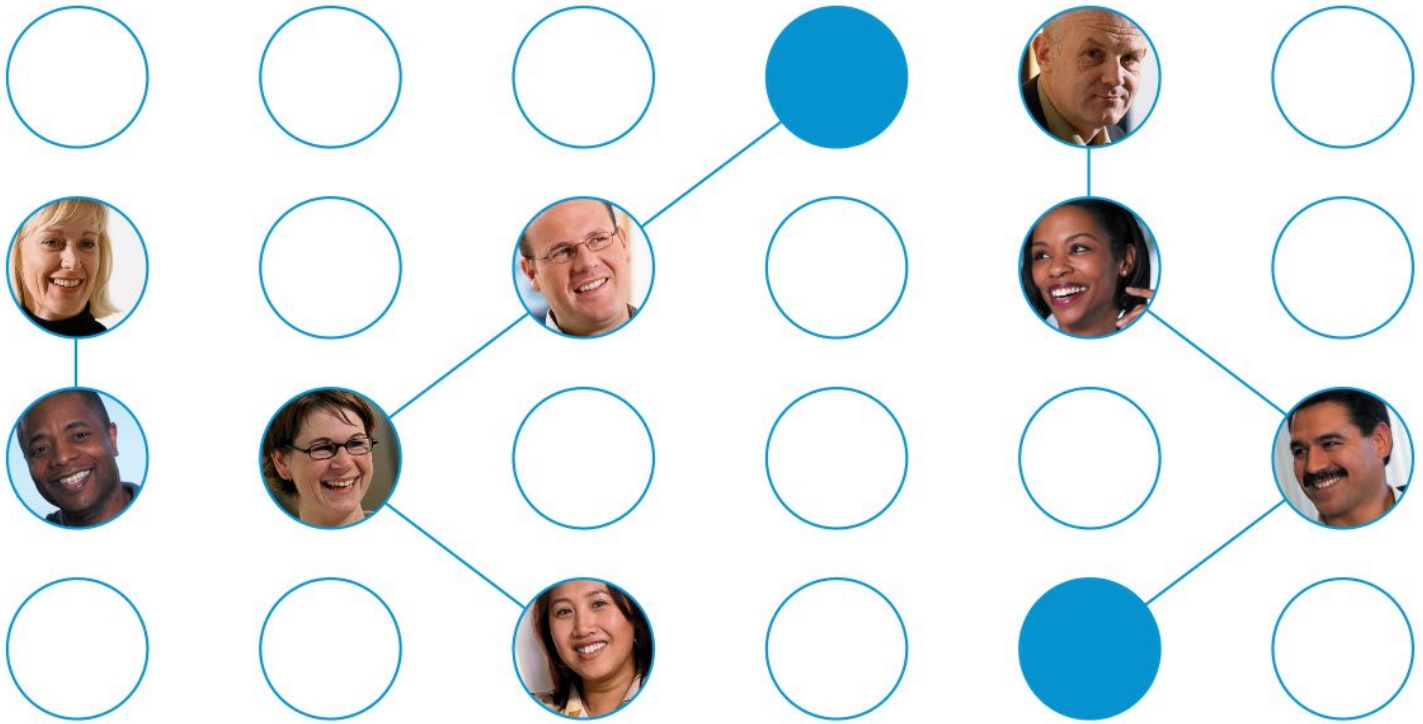




Classic 2.0



Your Life's Path
Consulting and Teambuilding

Jonathan Sample
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This report is provided by:

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Overview

DiSC® Classic 2.0

Welcome! You've just completed the first step of *DiSC® Classic*. You are now on your way toward increased self-awareness and personal effectiveness.

Your report is organized into four main sections:

Section I is devoted entirely to you and your unique behavioral style based on your responses to *DiSC Classic*. First you will see your DiSC Graph, the basis of your feedback. Then, in Stage 1, you will learn about your Highest DiSC Dimension and your tendencies, needs, preferred environment, and strategies for effectiveness. In Stage 2 you'll be able to explore your Intensity Index to become more aware of your potential strengths and weaknesses. Stage 3 will help you discover how your D, i, S, and C dimensions combine to form your unique Classical Profile Pattern.

Section II covers the DiSC model and descriptions of the four DiSC Dimensions with corresponding tendencies, needs, preferred environments, and effectiveness strategies for each.

Section III overviews all 15 Classical Profile Patterns.

Section IV provides the scoring and data analysis behind your report.

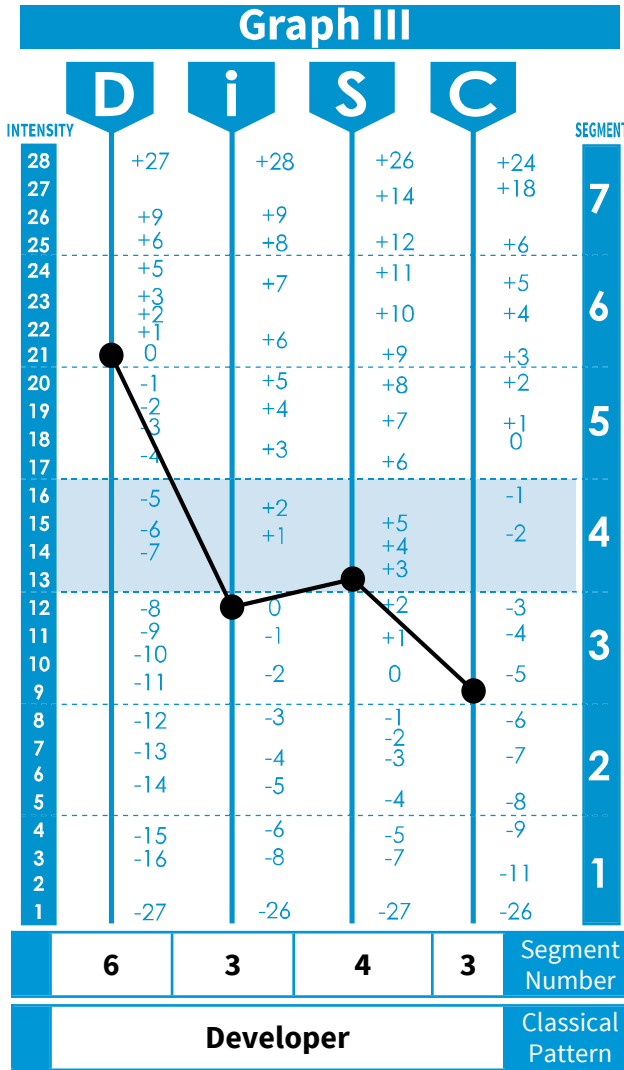
As you read your report, please keep in mind that no dimension or pattern in *DiSC Classic* is better or worse than another and there are no right or wrong answers. Rather, the report shows your unique responses to your environment. You may want to read your report through once, then use a pen or highlighter to customize the results by crossing out any statements that don't apply and highlighting all those that do.

Now, let's get started.

Your DiSC® Graph

DiSC® Classic 2.0

Below is your DiSC® Graph, which shows your scores on each of the DiSC dimensions based on your responses. Each of the following interpretation stages is based on these scores. Read on to learn about your highest DiSC dimension(s), your potential strengths and weaknesses, and your Classical Profile Pattern.



Stage I: Your Highest DiSC Dimension

DiSC® Classic 2.0

Jonathan, your highest dimension(s) - based on your responses to your perceptions of the environment and the amount of control you feel you have in that environment - is Dominance (D). Read the description of Dominance and see how it fits with the way you see yourself. Then read about the other dimensions on page 14 to become familiar with them.

Dominance (D)

Jonathan, you are high in the Dominance dimension. As a result, you are likely to be focused on shaping your environment by overcoming opposition to achieve results.

Those who are strong in Dominance (“high D’s”) like to take action to achieve the results they desire. They seek opportunities for advancement and individual accomplishment, and they often aspire to positions of power and authority. The main objectives for people high in Dominance are typically control and results, with the freedom to make quick decisions whenever necessary.

Troubleshooting issues and solving problems do not intimidate high D’s, even if this means questioning the status quo. People high in Dominance have no problem tackling varied activities and embracing a wide range of tasks. In fact, they work best when receiving difficult assignments or getting the occasional shock to their worldview.

To produce their highest quality work, high D’s need to identify with a group and to pace themselves. This can be challenging, though, because people high in Dominance dislike being controlled or limited by others. Bosses and co-workers can complement these individuals by helping to structure a predictable environment for themselves when needed.

Because calculating risks and employing caution are not their strong suits, those high in Dominance would be wise to surround themselves with people who have these skills. Similarly, weighing the pros and cons of a situation is probably not in their nature, as they are fond of action rather than deliberation. So help in that area would also be valuable. A person high in Dominance should verbalize reasons for conclusions whenever possible.

Often it might be difficult for high D’s to understand that they have to depend on people, but if aided by individuals who recognize the needs of others, it may become clear. Of course, it also helps if those high in Dominance just learn to relax more often.

Stage II: Your Intensity Index

DISC® Classic 2.0

Each of us has a set of strengths that make us unique and valuable, and we like to be acknowledged for our strengths, as well as feel effective in our environment. However, any strength, when used excessively or inappropriately, can be perceived as a weakness. Read over the highlighted words in the four columns below. These are the adjectives that describe High, Medium, and Low behavior for each dimension. Then turn the page to learn more about your Intensity Index and how you can become more aware of your potential strengths and weaknesses.

D	i	S	C
28 egocentric	28 enthusiastic	28 passive	28 perfectionist
27 direct	27 gregarious	27 patient	27 accurate
26 daring	26 persuasive	26 loyal	26 fact-finder
25 domineering	25 impulsive	25 predictable	25 diplomatic
24 demanding	24 emotional	24 team-person	24 systematic
23 forceful	23 self-promoting	23 serene	23 conventional
22 risk-taker	22 trusting	22 possessive	22 courteous
21 adventuresome	21 influential	21 complacent	21 careful
20 decisive	20 pleasant	20 inactive	20 restrained
19 inquisitive	19 sociable	19 relaxed	19 high standards
18 self-assured	18 generous	18 nondemonstrative	18 analytical
17 competitive	17 poised	17 deliberate	17 sensitive
16 quick	16 charming	16 amiable	16 mature
15 self-reliant	15 confident	15 stable	15 evasive
14 calculated risk-taker	14 convincing	14 mobile	14 “own person”
13 self-critical	13 observing	13 outgoing	13 self-righteous
12 unassuming	12 discriminating	12 alert	12 opinionated
11 self-effacing	11 reflective	11 eager	11 persistent
10 realistic	10 factual	10 critical	10 independent
9 weighs pros and cons	9 logical	9 discontented	9 rigid
8 meek	8 controlled	8 fidgety	8 firm
7 conservative	7 retiring	7 impetuous	7 stubborn
6 peaceful	6 suspicious	6 restless	6 arbitrary
5 mild	5 pessimistic	5 change-oriented	5 rebellious
4 quiet	4 aloof	4 fault-finding	4 defiant
3 unsure	3 withdrawn	3 spontaneous	3 obstinate
2 dependent	2 self-conscious	2 frustrated by status quo	2 tactless
1 modest	1 reticent	1 active	1 sarcastic

On the next four pages are explanations of the words that indicate your level of intensity for each DiSC® dimension.

D Dimension

People with your score on the D Dimension may be generally described by the following adjectives. Circle those that you see as your strengths and highlight potential areas of challenge.

Demanding: Often this means applying pressure to others to achieve desired results. This can be viewed as a strength when you are working with others toward a common goal or deadline, provided you don't disregard the feelings of others or become overbearing.

Forceful: In the work setting, this can mean not taking "no" for an answer. It can be viewed as a strength when working against negative input or when upholding quality standards against a very short turnaround. It is no longer a strength when it becomes overbearing or rigid.

Risk-taker: Being the one who makes bold decisions and executes them can be a definite strength, especially when others are not in a position to do so. However, when taken to an extreme or used inappropriately, risk-taking can be perceived as self-serving or reckless.

Adventuresome: Many of us want to be around people with this trait because we feel more alive and energized. It can even rub off on others so that the whole team becomes more willing to take risks in achieving a shared goal. However, when taken too far, others may become exhausted by your extreme need for excitement.

Decisive: We often look toward decisive people as leaders because they seem so sure of themselves. This can be a boon when working with others who would prefer to follow rather than take the lead. You need to be careful, though, not to run roughshod over the feelings of others or become stubborn when they don't agree with your way of doing things.

Inquisitive: This trait is a strength when curiosity compels you to search for better answers or new methods. It will be seen as a weakness if your questioning becomes relentless and invasive.

Self-assured: Your belief in your own abilities may propel you toward leadership positions. The confidence and certainty you exude can also inspire your colleagues to greater heights. Relying on this trait too much, however, can cause others to view you as arrogant or haughty.

i Dimension

People with your score on the i Dimension may be generally described by the following adjectives. Circle those that you see as your strengths and highlight potential areas of challenge.

Confident: Having a strong belief in your own powers to get the job done can inspire others to take risks that could lead to new levels of success. It is rewarding to work with confident people, unless their confidence becomes inflated and self-gratifying, at which point others may feel irritated or invisible.

Convincing: Others appreciate this quality because you probably come across as credible and trustworthy. It is also a plus when you can persuade others to see things your way as you work toward a common goal. Be watchful, however, not to use this trait in a manipulative or dishonest way, which could cost you your credibility or the trust of others.

Observing: Often this means that you take in as much information as possible before taking action. It is a strength when working with others because you help inform their decisions. If you rely too heavily on observing and not acting, however, it can be perceived as procrastination.

Discriminating: Ideas and plans often compete with one another, so it is good to have a distinct idea of what the desired results should be. The ability to discriminate among various proposals ensures that the best one will rise to the top. But taken too far, this trait can lead to closed-mindedness.

Reflective: You use this trait in a positive manner when you learn from previous experiences. However, when relied upon too heavily, a reflective nature leads to an inability to move forward.

Factual: Straightforward and no-nonsense are words that likely describe you. Being factual is a quality that your colleagues appreciate, especially if their ideas are sometimes lofty or unsubstantiated. This trait can be overused, though, and you run the risk of being perceived as a know-it-all or a wet blanket.

Logical: Because of your common sense and ability to reason, others may look to you to help them settle a dispute or arrive at the best solution to a problem. If logic is used all the time, however, it can limit a team that is striving toward new or unproven ways of doing something.

S Dimension

People with your score on the S Dimension may be generally described by the following adjectives. Circle those that you see as your strengths and highlight potential areas of challenge.

Amiable: Presenting your opinions and ideas in a pleasant, agreeable manner can lead to satisfying results and a productive atmosphere. A dependence on congeniality, however, can get in the way when tough decisions have to be made.

Stable: You may often be the one whom people count on. By remaining strong and supplying a reliable framework, you encourage high-quality work. But this characteristic becomes counterproductive if others start to take you for granted or underappreciate your contributions.

Mobile: This means that you may often display a talent for versatility and an energetic nature that can adapt to any situation. Such flexibility can be highly desirable in an ever-changing work environment. Staying in constant motion, however, might cause you to miss important nuances and subtleties, or keep you from finishing what you've started.

Outgoing: Being an extrovert can open doors and keep you in the good graces of colleagues. It can also promote a friendly and nurturing atmosphere. The danger is that your jovial presence may prompt others not to take you as seriously as you would like.

Alert: It's likely that very few aspects of a problem escape you. By remaining vigilant and aware of what is going on, you may often start troubleshooting before others even see a need for intervention. Of course, you should take care not to become obsessive over minor details.

Eager: Your enthusiasm can be contagious. You may even inspire others to action while you create a dynamic environment. But remember that an overeager style can sometimes move you ahead too quickly, compromising quality or forcing you to overlook a key detail.

Critical: You may embrace a take-no-prisoners attitude, which serves you and your organization well when brutal honesty is the only way to keep things on track or to filter out misguided projects. However, you should take care that your criticism isn't insensitive to others.

C Dimension

People with your score on the C Dimension may be generally described by the following adjectives. Circle those that you see as your strengths and highlight potential areas of challenge.

Opinionated: Offering firm ideas on any topic can be a strength for you when compromise would lead to disaster. In addition, your ability to articulate a position is welcome at any time in a work environment. The risk is that such behavior can lead to acrimony when used excessively in a team setting.

Persistent: This means that you usually work hard toward a goal until your expected results are achieved. It is a strength when daunting projects appear, because you may succeed where others would fail. Still, a person who is too persistent sometimes crosses over into obstinate or foolishly stubborn.

Independent: To be free of peer pressure or groupthink is a positive trait. You may embrace individualistic thinking to make the best decisions that you can. The danger is that you could get so caught up in yourself that you stiff-arm legitimate feedback or ideas.

Rigid: Holding yourself and others to high standards is an admirable skill. This is especially true whenever a quality outcome is a necessity, not a luxury. However, if you shun flexibility, you may create animosity with others and miss opportunities for process improvement.

Firm: A set of unshakable principles can be the base for quality work. By refusing to budge from vital ideals, you may inspire others to meet your high standards. But an unyielding stance can also produce friction and allow innovation to wallow.

Stubborn: When confronted with barriers, you may often display a tenacious zeal for sticking to your plans. Your persistence can greatly increase the odds of success in complex projects. A refusal to make any compromises, however, can be counterproductive when it keeps the job from completion.

Arbitrary: This trait is a strength when you use it to keep your colleagues on their toes and encourage their creativity. It becomes a weakness if you are so unpredictable that others avoid your input.



Stage III: Your Classical Profile Pattern

DiSC® Classic 2.0

Section I

The way in which a person's four dimensions of Dominance, Influence, Steadiness, and Conscientiousness combine creates a profile pattern that is different for each combination. Research has discovered 15 unique patterns that most commonly occur. Additional theoretical and clinical research then helped develop descriptions for each "classical profile" pattern to help individuals understand and describe their styles.

Jonathan, your Classical Profile Pattern is the Developer Pattern. Please read the description below and highlight those areas that most closely match the way you see yourself.

Developer Pattern

Jonathan's Motivation

As a Developer, Jonathan, you tend to be an independent thinker who searches for your own solutions. You are likely to be on the lookout for new opportunities and fresh concepts. The same old, same old will probably not do for you. This quest for novelty and original challenges is what tends to fuel you, and you often thrive when faced with knotty problems or the chance to scale new heights.

Once you find an appropriate challenge, the desire to meet your personal goal usually inspires you to create innovative solutions and do whatever it takes to succeed. You may have no hesitation about ignoring conventional thinking, and your solutions can be both creative and daring. You tend to focus on results, making it even more likely that your answers to perplexing issues will be groundbreaking, even unprecedented. You might ask, "Is there a better way to do this?" while others go along with the accepted wisdom.

Jonathan's Work Habits

You often steer your career by the principles of self-reliance and strong will. Your confidence in your own abilities, combined with a tendency to think well outside the box, means that you are usually most comfortable forging ahead by yourself. You may enjoy being free of a group setting, and you can view collaboration as more of a hindrance than a help. In fact, you can often be found working alone, especially if you are under pressure.

A personal sense of power and the relentless pursuit of solutions are the tools that you probably use to influence people. You usually judge others by their ability to meet your own high standards. This is because good results are most likely what matter to you.

You often employ forceful behavior to get your point across, and you are used to getting the solutions you want. However, you may put aside your usual direct behavior if you believe that subtle manipulation is in order. Again, your persistence in solving dilemmas is usually one of your chief contributions to any organization, so you tend not to be overly concerned with the exact methods employed.

You are not one to give pats on the back. Indeed, your high expectations of others may cause you to level heavy criticism on those who do not meet your standards. The recipients of such a critique may sometimes label you as “uncaring” or “belligerent.” You may not dissuade such labels when you exhibit annoyance, which is most common whenever a group setting limits your individualism.

Similarly, if challenging opportunities evaporate, you are likely to become frustrated. You usually need an obstacle in your path to make you feel that success is worth its cost.

Insights for Jonathan

You are most interested in meeting your personal needs and creating new challenges. In its purest form, this strong drive may lead you to embrace opportunities for advancement. It also means that you tend to loathe passing the buck. In all likelihood then, you will relish the responsibility and leadership opportunities that others avoid. You tend not to be afraid of difficult problems, so you may seek out new horizons constantly to keep your energy focused.

You may overdo it, however, and take control of people and situations to force your own results. You might find that increasing your sense of empathy could improve your work life. It may be useful for you to remember that not everyone has your strong sense of individuality and powerful drive to succeed.

Another area that could use more of your attention is improving your patience. This would likely help solidify your relationships with colleagues. It is also an advisable step because boredom probably terrifies you, as does a loss of control. Minimizing your impatience may help you quiet these fears, so you can get back to setting new goals and challenges.

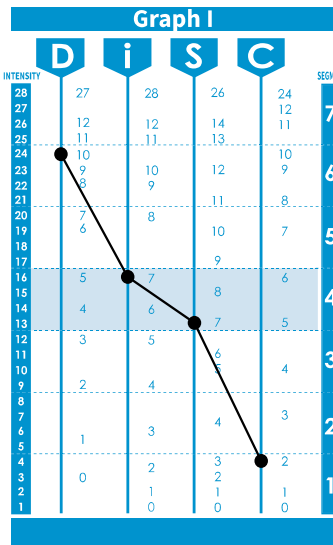
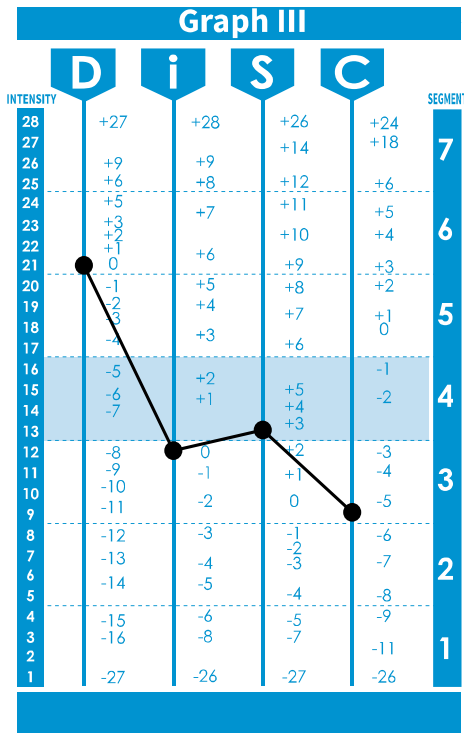
Although you thrive when you are free of the constraints of a group, you still need to actively participate and collaborate with others. Using your natural skill for innovative solutions can lead to a positive experience for everyone. You can increase your effectiveness even more by paying attention to quality control and follow through.

Jonathan, you tend to be a strong-willed individual who offers creative solutions to complex problems, which is an asset to any organization.

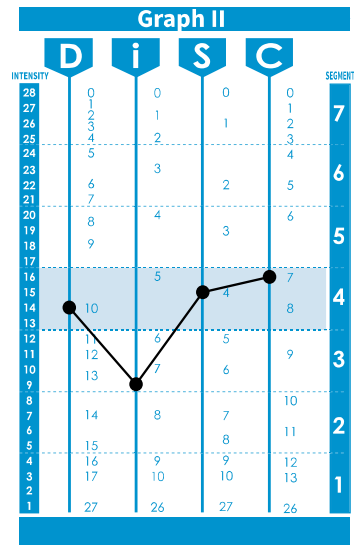
Here is a summary that shows how your personal report was generated. Graph III is the result of combining your "Most" choices with your "Least" choices and is used to determine your highest DiSC dimension, your Intensity Index scores, and your Classical Profile Pattern. If you would like more information about how your personal report was built, please talk to your facilitator.

Name: Jonathan Sample

Date: 10/10/2018



These are your "Most" responses for each of the four scales



These are your "Least" responses for each of the four scales

		D	I	S	C	N
Tally Box	Most	10	7	7	2	2
	Least	10	7	4	7	0
	Difference	0	0	3	-5	

SUMMARY OF INTERPRETATION

Highest DiSC Dimension(s): Dominance (D)

Classical Pattern: Developer Pattern

Segment Numbers: 6343