



Shannon

DISC Profile

Date of completion : 3/22/2012 1:55:00 PM



Name : Shannon

Company :

Designation :

Gender : Female

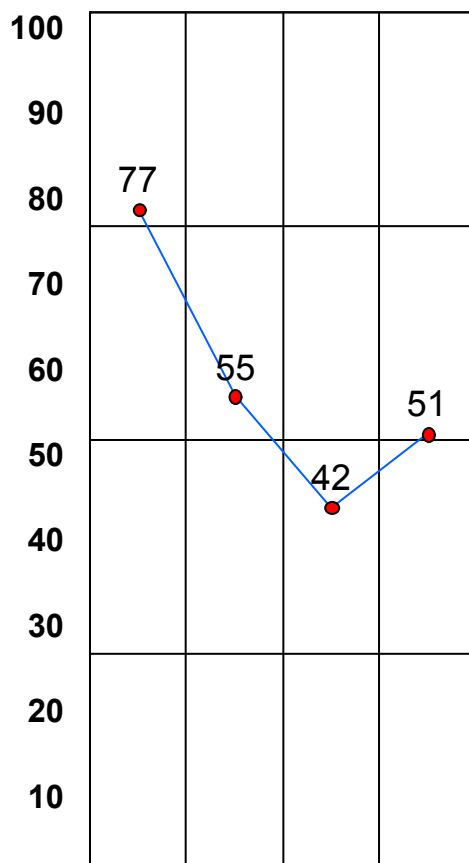
Email Id : shannon@discasiaplus.com

"M"

Graph 1

This is expected of me

D I S C

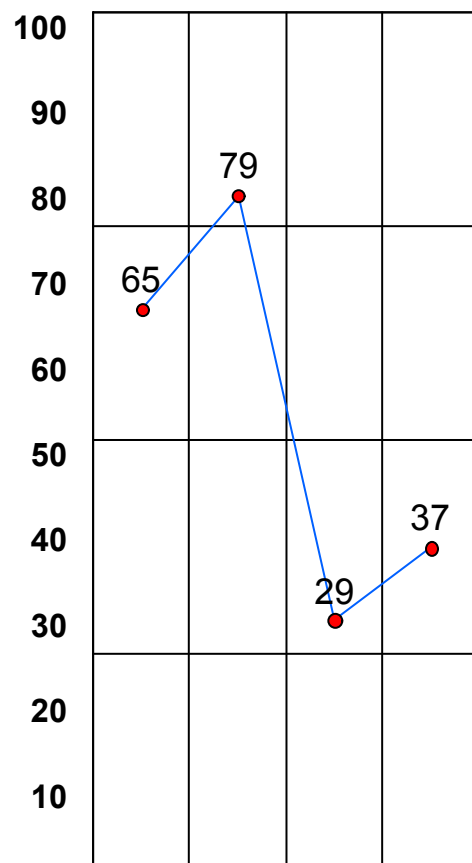


"L"

Graph 2

This is me

D I S C



Introduction

Research has shown that success at home or at work depends 85% on people skills, and 15% on technical knowledge. People who understand themselves and others and possess the ability to adapt to differing behavioural and situational demands have the best chance of being successful in both their personal and professional lives.

This report is meant to increase your personal and work effectiveness. It helps to understand your personal and work behavior and how they are seen and perceived by others as well as by you. There is no right or wrong in your profile since there is no perfect profile that exists. All profiles are good but the potential risks inherent in each profile are dependent on how you exhibit your behaviours according to the demands of the situation that determines whether it is seen in a negative light or appropriate for the situation. This report merely affirms your strengths and potential risks. To benefit from this report, read the description and evaluate it in the light of your current situation and self-knowledge. To maximize the report, be sure to solicit feedback from those who know you and have the chance to observe your behaviours.

Interpreting Your Profile

This report is developed along Dr. Marston's theory of human behaviour and it measures the way we approach our work and how we relate with people. It summarises your basic behavioural style that is consistent within you as well as your reaction to demands specific to the environment you are in.

Your report measures four factors of observable or outward behaviour that characterize you:

Dominance

How we approach tasks in the face of challenges

Influence

How we exert our influence on others

Steadiness

How we relate and get along with others and respond to the pace of the environment

Compliance

How we respond to rules and regulations in the light of authority

Your report is generated from the scores you have provided to the DISC questionnaire. From your answers, two graphs are generated. The first graph measures what is expected of you in your work environment. Most people understand that they need to adjust their behaviour to meet the demands of the situation. In short, the first graph measures the behaviours you demonstrate at work and is called the "Adapted Self." The second graph which is your basic profile, measures your consistent behaviour and it tells us who you really are. In other words, in spite of environmental factors that require you to adapt, this is how you would most naturally behave. Your behaviours shown in this graph tend to be consistent, stable and least likely to change. This graph measures the "Real Self."

The report describes your basic profile because it offers a true reflective description of you. By comparing and contrasting your environmental demands with your basic profile, the differences or similarities generated between both graphs will offer key insights in increasing your effectiveness. Although the report is self-interpretive, it is highly recommended that you seek out the services of an accredited DISC user who can explain the implications of your profile in detail and to avoid possible misinterpretations when you are not trained to interpret the DISC language.

Shannon - Real Self - Profile Description

Shannon has a unique ability to win people over through persuasion. For her, relationships are always developed in a friendly and cordial atmosphere. Yet Shannon remains sure of her personal goals. She is clear about what she wants in life and works at achieving them through her contacts. She is inspiring and involves others in her plans and goals. Prestige, status and maintaining high visibility in professional circles are crucial to her. She is skillful in maneuvering her way among people and knows exactly whom to seek help from and how best to get them to accede to her requests. However, Shannon's over-enthusiasm can be construed as manipulation. If this goes beyond the comfort level of others, they sometimes turn their backs on her and her requests for help may turn out negatively.

Shannon thrives in an environment where there is variety and a high degree of personal freedom, allowing her to express her opinions. The opportunity to be heard is important as it gives her a sense of inclusiveness within the community where she belongs. Shannon will stand her ground especially when it involves positions of prestige and authority or when she feels her needs are undermined. She fears boredom and dislikes attention to details. Shannon is most effective when her job involves engagement with people.

Shannon trusts easily. It is natural and easy for her to empower others to accomplish a task. This does not mean that absolute power has been transferred to them. She likes them to know that she is in charge and will make checks on the progress of the job. She quickly forgets offenses and is eager to help a friend. Her trust and optimism make her believe that people will turn out for the better although she may be disappointed with those who do not. In these situations, Shannon can be tough, expecting them to reform and implementing conditions to ensure that they do not get entangled again.

Shannon's natural style is to forge ahead without giving due consideration to risks and consequences. In order to increase effectiveness Shannon needs to acknowledge that overlooking key details can cause unnecessary problems as major decisions obviously require some form of planning and evaluation. The best approach for her is to listen to the

advice of those who are more cautious and careful. She also needs to follow through all previous work or projects that she has initiated.

Shannon works quickly and is able to multi-task. At times, she does not finish what she has set out to do and has problems ordering her private world. Her belief in the good of others tends to make her overlook potential flaws. She does not enjoy work in a bureaucratic organization where rules and regulations are a way of life. When implementing changes, Shannon is capable of upsetting the status quo and has very little regard for stability and minute calibrations. These tendencies are areas for improvement. Shannon projects a confident persona and seldom engages in research unless it increases her prestige and social standing.

Shannon - Real Self - Strengths

This section describes your strengths based on your natural behavioral tendencies. These are areas you perform quite naturally, and prolonged utilization of these behaviours increases your satisfaction and consequently raises your effectiveness. Review these statements in the light of your current situation.

Your Strengths include and are not limited to the following:

1. Highly inspiring
2. Readily involves other people
3. Overlooks offenses easily yet firm
4. Democratic
5. Wins through people
6. Maintains optimism in the light of challenges
7. Re-visit old problems with fresh approaches
8. Likes to multi-task and handles several projects simultaneously
9. Likes to convince others to her thinking
10. Knows what she wants in life
11. Spontaneous and able to think on her feet
12. Action oriented

Shannon - Real Self - Potential Risks

This section describes those parts of your behavior that can derail you from being successful. Potential risks are not weaknesses. It arises when your strengths are pushed to the extreme such that the negative aspects of the same strength come through more visibly. Take time to evaluate if the following statements are reflective of your current situation and take steps to avoid being viewed in a negative light.

Your Potential Risks include the following:

1. Takes on too much
2. Lack follow-through
3. Can be disruptive and interfering
4. Bored with routine work
5. Tends to oversell
6. Lacks sensitivity to others
7. Tends to be disorganized
8. Tends to overly trust others
9. Capable of manipulating others
10. Has difficulty concentrating

Shannon - Real Self - Preferred Environment

This section describes your preference of the environment you would like to be in. It is written from your natural behavioural tendencies. Although people are able to adapt to diverse situations, living or working in your preferred environment is going to bring the best out of you and increase your effectiveness. Read and evaluate this section in the light of your current circumstances.

You prefer working under the following environment:

1. Opportunities to network
2. Assignments that offer high visibility
3. Freedom to express opinions and ideas
4. Freedom from details and routine
5. Work that requires challenge and rewards
6. Work that involves getting along with other people
7. Working in a team environment
8. Opportunities to lead others

Shannon - Real Self - Leadership Styles

This section describes your leadership style based on your natural behavioural tendencies. How you react to tasks and relate with people both characterize your approach. The most effective leader is one who gets the work done through the involvement of others. This report uses the transformational elements based on Bernard Bass', Transformational Leadership model.

Transformational elements focus on how you inspire others to exceed what they have been contracted to do; to go beyond the call of duty. It consists of three elements:

Creating a vision refers to leaders having a strong vision. It is founded on values and ideals. Leadership behaviors include stimulating enthusiasm, building confidence, and inspiring followers using symbolic actions and persuasive language.

Intellectual stimulation refers to leaders who challenge organizational norms, encourage divergent thinking, and push followers to develop innovative strategies.

Individual consideration refers to leaders who recognize and embrace the unique growth and developmental needs of followers, coach and consult with them.

Review this list and decide which of these insights best increase your effectiveness in your current situation. Then list 3 statements you would need to further develop your leadership styles.

This is how you prefer to lead others

Creating a Vision

1. Inspiring and motivating when casting vision
2. Likes maximum participation from others

3. Engaging and spontaneous in answering queries related to the future of the organization

Intellectual Stimulation

4. Allows creativity and innovation to complete the work
5. Willing to participate in suggestions offered by others
6. Engages others not to limit themselves by ways of protocols and bureaucracy

Individual Consideration

7. Willing to consider individual contributions on a case to case basis
8. Most effective working in team setting encouraging collaboration and cooperation
9. Does not encourage go it alone attitude from others

Shannon - Real Self - Management Style

This section contains insights on your managing styles. How you manage and react to your peers and subordinates on a daily basis. Your preferences of task and people orientation are described based on your basic profile. This report uses the transactional leadership elements. Transactional elements focus on how you manage people to achieve mutually agreed goals. It works on clarifying expectations and rewards performance when goals are achieved. It consists of four elements:

Goal setting refers to mutually accepted goals set by both the leader and the follower.

Monitoring Performance refers to how the leader should monitor acceptable performance standards, its frequency and importance.

Giving Feedback refers to how feedback is to be given in the light of performance review and what the follower should be expected to do with the insights.

Developing Careers refers to taking a keen interest in the development of career motivations in followers.

Review this list and decide which of these insights best increases your effectiveness in your current situation. Then list 3 statements you would need to develop.

This is how you prefer to manage others

Goal setting

1. Likes goals that gain prestige and status
2. Likes to involve others in goals setting
3. Ensures that each member of the team understands their goals

Monitoring Performance

4. Likes to know what is happening all the time
5. Tends to be fluid and done on an ad-hoc basis
6. Acts swiftly to correct performance

Giving Feedback

7. Feedback is given on the spot
8. Tone of feedback is constructive
9. Likes others to take feedback seriously

Developing Careers

10. Seeks to meet the development needs of others
11. Lacks structure and process in development initiatives when left alone
12. Willing to give free play in others development

Shannon - Real Self - Management Needs

This section lists insights on how you prefer to be led and managed. Read through carefully and evaluate which points are relevant to your current situation. You can meet some of the needs while management must provide for the others.

This is how you prefer to be led and managed

1. Appeal to my sense of participation and challenge
2. Appeal to my sense of variety
3. Involve me in motivational seminars or talks
4. Manage me with fairness and equality
5. Allow me to express ideas that might be “out of the box” thinking and do not criticize
6. Introduce me to “Who’s who” list related to my work
7. In disagreements provide the reasons and the end results of opposing views
8. When providing feedback be friendly and concise – no ridicule or sarcasm
9. Involve me in organizational and social events

Shannon - Real Self - Career Guide

In this section, we match your natural behavioural tendencies with your Preferred Work Activities. Your Preferred Work Activities are a set of actions when performed together would fit into diverse kinds of roles. By selecting what you are naturally inclined to do, your chances of remaining satisfied with your work are considerably raised. A raised satisfaction level has positive implications in self-motivation, and career development. The following list describes those activities you derive satisfaction from doing. You should be aware that the list does not state your level of skills and abilities, both of which are dependent on age, experience, education and talents. The Preferred Work Activities are obtained from O*NET data.

Your Preferred Work Activities include the following:

- 1. Speaking** — Talking to others to convey information effectively.
- 2. Communicating with Persons Outside Organization** — Communicating with people outside the organization, representing the organization to customers, the public, government, and other external sources. This information can be exchanged in person, in writing, or by telephone or e-mail.
- 3. Coordinating the Work and Activities of Others** — Getting members of a group to work together to accomplish tasks.
- 4. Establishing and Maintaining Interpersonal Relationships** — Developing constructive and cooperative working relationships with others, and maintaining them over time.
- 5. Guiding, Directing, and Motivating Subordinates** — Providing guidance and direction to subordinates, including setting performance standards and monitoring performance.
- 6. Selling or Influencing Others** — Convincing others to buy merchandise/goods or to

otherwise change their minds or actions.

7. Resolving Conflicts and Negotiating with Others — Handling complaints, settling disputes, and resolving grievances and conflicts, or otherwise negotiating with others.

Shannon - Real Self - Possible Career Choices

Possible Career Choices match your Preferred Work Activities with a list of possible job cluster. The more your natural behaviour fits the role of the job, the more satisfied you will be when carrying out the behavioural demands required of the role. From the list, select two or three Preferred Work Activities roles cluster and narrow your choices.

However, job matching and career fit is a more complex process than just fitting personality with the role. There are other variables that determine job performance such as experience, relevant knowledge and skills required to do the work. Hence, it is important that for a complete job fit, these other variables **MUST** be taken into account. Studies have shown that if all relevant factors are taken into consideration in job matching, the chance that the person performs well in the job is considerably high.

If your current job does not match your behavioural style, you can still perform in your job. It's just that the role requires you to adapt to the behavioural demands. This may need some considerable effort on your part if your natural behaviour is different from the role. Be prepared to work hard to fit the role that you are required to perform. The information on job clusters are obtained from O*NET data.

Your Possible Career Choices arising out of your Preferred Work Activities include the following:

Speaking

1. Radio and Television Announcers
2. Home Economics Teachers, Postsecondary
3. Philosophy and Religion Teachers, Postsecondary
4. Political Science Teachers, Postsecondary
5. History Teachers, Postsecondary
6. Actors
7. Nursing Instructors and Teachers, Postsecondary
8. Clergy

9. Sales Agents, Securities and Commodities
10. Demonstrators and Product Promoters
11. Private Detectives and Investigators
12. Biological Science Teachers, Postsecondary
13. Law Teachers, Postsecondary
14. Criminal Justice and Law Enforcement Teachers, Postsecondary
15. Communications Teachers, Postsecondary
16. Broadcast News Analysts
17. English Language and Literature Teachers, Postsecondary
18. Sociology Teachers, Postsecondary
19. Psychology Teachers, Postsecondary
20. Geography Teachers, Postsecondary
21. Speech-Language Pathologists
22. Middle School Teachers, Except Special and Vocational Education
23. Engineering Teachers, Postsecondary
24. Environmental Science Teachers, Postsecondary
25. Library Science Teachers, Postsecondary
26. Foreign Language and Literature Teachers, Postsecondary
27. Telemarketers
28. Art, Drama, and Music Teachers, Postsecondary
29. Social Work Teachers, Postsecondary
30. Economics Teachers, Postsecondary

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Your Possible Career Choices arising out of your Preferred Work Activities include the following:

Communicating with Persons Outside Organization

1. Agents and Business Managers of Artists, Performers, and Athletes
2. Farm and Home Management Advisors
3. Door-To-Door Sales Workers, News and Street Vendors, and Related Workers
4. Public Relations Specialists
5. Sheriffs and Deputy Sheriffs

6. Urban and Regional Planners
7. Sales Engineers
8. Chief Executives
9. Sales Agents, Securities and Commodities
10. Insurance Adjusters, Examiners, and Investigators
11. Personal Financial Advisors
12. Reporters and Correspondents
13. Broadcast News Analysts
14. Public Relations Managers
15. Survey Researchers
16. Emergency Management Specialists
17. Advertising Sales Agents
18. Claims Examiners, Property and Casualty Insurance
19. Sales Representatives, Wholesale and Manufacturing,
Technical and Scientific Products
20. Loan Counselors
21. Fish and Game Wardens
22. Park Naturalists
23. Program Directors
24. Talent Directors
25. Logisticians
26. Social and Community Service Managers
27. Public Address System and Other Announcers
28. Marketing Managers
29. Sales Managers
30. Tax Examiners, Collectors, and Revenue Agents

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Your Possible Career Choices arising out of your Preferred Work Activities include the following:

Coordinating the Work and Activities of Others

1. Aquacultural Managers
2. Coaches and Scouts
3. Technical Directors/Managers
4. Recreation Workers
5. Medical and Health Services Managers
6. First-Line Supervisors/Managers of Aquacultural Workers
7. Directors- Stage, Motion Pictures, Television, and Radio

8. Education Administrators, Preschool and Child Care Center/Program
9. Power Distributors and Dispatchers
10. Education Administrators, Elementary and Secondary School
11. First-Line Supervisors/Managers of Production and Operating Workers
12. First-Line Supervisors/Managers of Construction Trades and Extraction Workers
13. First-Line Supervisors/Managers of Correctional Officers
14. First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators
15. First-Line Supervisors/Managers of Personal Service Workers
16. Credit Authorizers
17. Farmers and Ranchers
18. Financial Examiners
19. First-Line Supervisors/Managers of Landscaping, Lawn Service, and Groundskeeping Workers
20. Municipal Fire Fighting and Prevention Supervisors
21. First-Line Supervisors/Managers of Non-Retail Sales Workers
22. First-Line Supervisors/Managers of Office and Administrative Support Workers
23. Log Graders and Scalers
24. Segmental Pavers
25. Chief Executives
26. Industrial Production Managers
27. Education Administrators, Postsecondary
28. First-Line Supervisors/Managers of Police and Detectives
29. Social and Community Service Managers
30. Sheriffs and Deputy Sheriffs

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Your Possible Career Choices arising out of your Preferred Work Activities include the following:

Establishing and Maintaining Interpersonal Relationships

1. Human Resources Managers
2. Mental Health and Substance Abuse Social Workers
3. Clergy
4. Counseling Psychologists
5. Occupational Therapists
6. Directors- Stage, Motion Pictures, Television, and Radio
7. Sales Agents, Securities and Commodities

8. Clinical Psychologists
9. Social and Community Service Managers
10. Sales Agents, Financial Services
11. Chief Executives
12. Education Administrators, Elementary and Secondary School
13. Medical and Health Services Managers
14. Public Relations Managers
15. Management Analysts
16. Athletic Trainers
17. Education Teachers, Postsecondary
18. Meeting and Convention Planners
19. Recreation Workers
20. Financial Managers, Branch or Department
21. Skin Care Specialists
22. Tellers
23. Coaches and Scouts
24. Psychiatrists
25. Special Education Teachers, Secondary School
26. School Psychologists
27. Proofreaders and Copy Markers
28. Podiatrists
29. Nursing Instructors and Teachers, Postsecondary
30. Actors

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Your Possible Career Choices arising out of your Preferred Work Activities include the following:

Guiding, Directing, and Motivating Subordinates

1. Training and Development Managers
2. Aquacultural Managers
3. Coaches and Scouts
4. First-Line Supervisors/Managers of Correctional Officers
5. Financial Examiners
6. First-Line Supervisors/Managers of Police and Detectives
7. Technical Directors/Managers

8. Gaming Supervisors
9. Human Resources Managers
10. Education Administrators, Elementary and Secondary School
11. Medical and Health Services Managers
12. First-Line Supervisors/Managers of Office and Administrative Support Workers
13. First-Line Supervisors/Managers of Production and Operating Workers
14. First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators
15. Directors- Stage, Motion Pictures, Television, and Radio
16. Nursery and Greenhouse Managers
17. First-Line Supervisors/Managers of Landscaping, Lawn Service, and Groundskeeping Workers
18. Industrial Production Managers
19. Education Administrators, Postsecondary
20. Postmasters and Mail Superintendents
21. Vocational Education Teachers, Secondary School
22. First-Line Supervisors/Managers of Construction Trades and Extraction Workers
23. Dentists, General
24. Program Directors
25. Chief Executives
26. Education Administrators, Preschool and Child Care Center/Program
27. First-Line Supervisors/Managers of Non-Retail Sales Workers
28. Sales Managers

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Your Possible Career Choices arising out of your Preferred Work Activities include the following:

Selling or Influencing Others

1. Door-To-Door Sales Workers, News and Street Vendors, and Related Workers
2. Financial Managers, Branch or Department
3. Sales Agents, Financial Services
4. Sales Engineers
5. Advertising Sales Agents
6. Sales Representatives, Wholesale and Manufacturing, Technical

and Scientific Products

7. Sales Agents, Securities and Commodities

8. Skin Care Specialists

9. Travel Agents

10. Telemarketers

11. Sales Representatives, Wholesale and Manufacturing, Except

Technical and Scientific Products

12. Chief Executives

13. Interior Designers

14. Wholesale and Retail Buyers, Except Farm Products

15. Demonstrators and Product Promoters

16. Industrial-Organizational Psychologists

17. Marketing Managers

18. Sales Managers

19. Orthodontists

20. Bicycle Repairers

21. Coaches and Scouts

22. Talent Directors

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Your Possible Career Choices arising out of your Preferred Work Activities include the following:

Resolving Conflicts and Negotiating with Others

1. Agents and Business Managers of Artists, Performers, and Athletes
2. Umpires, Referees, and Other Sports Officials
3. Sheriffs and Deputy Sheriffs
4. First-Line Supervisors/Managers of Correctional Officers
5. Police Patrol Officers
6. Mental Health Counselors

7. Gaming Managers
8. Reservation and Transportation Ticket Agents and Travel Clerks
9. Chief Executives
10. First-Line Supervisors/Managers of Police and Detectives
11. Probation Officers and Correctional Treatment Specialists
12. Gaming Supervisors
13. Education Administrators, Elementary and Secondary School
14. Social and Human Service Assistants
15. Human Resources Managers
16. Talent Directors
17. Hotel, Motel, and Resort Desk Clerks
18. Coaches and Scouts
19. Police, Fire, and Ambulance Dispatchers
20. Medical and Health Services Managers
21. First-Line Supervisors/Managers of Transportation and
Material-Moving Machine and Vehicle Operators
22. Lawyers
23. Counseling Psychologists
24. Education Administrators, Preschool and Child Care
Center/Program
25. Range Managers
26. Marriage and Family Therapists
27. Special Education Teachers, Secondary School
28. Correctional Officers and Jailers
29. Psychiatric Technicians
30. Clinical Psychologists