

Personality Assessment Report

for

Outside Sales | Acme Resources
Assessed by Joe Sample



Provided by:

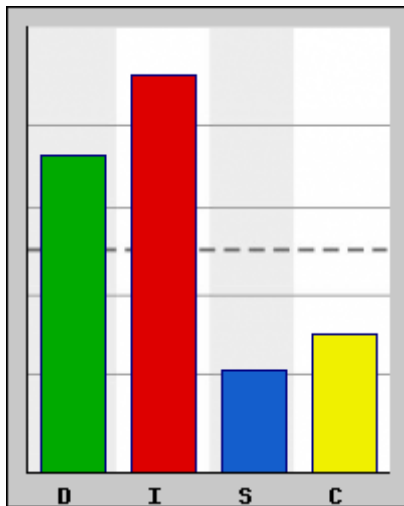
Angel Tucker
Best Selling Author/Communication Expert
Personality Profiles LLC
angeltuckerauthor@gmail.com
850-261-5511
<http://www.UsingDISC.com>

Access code: ROLE-SAMPLE-AXNQ, completed 2023-08-30 , version 1.2

Graphs for Candidate

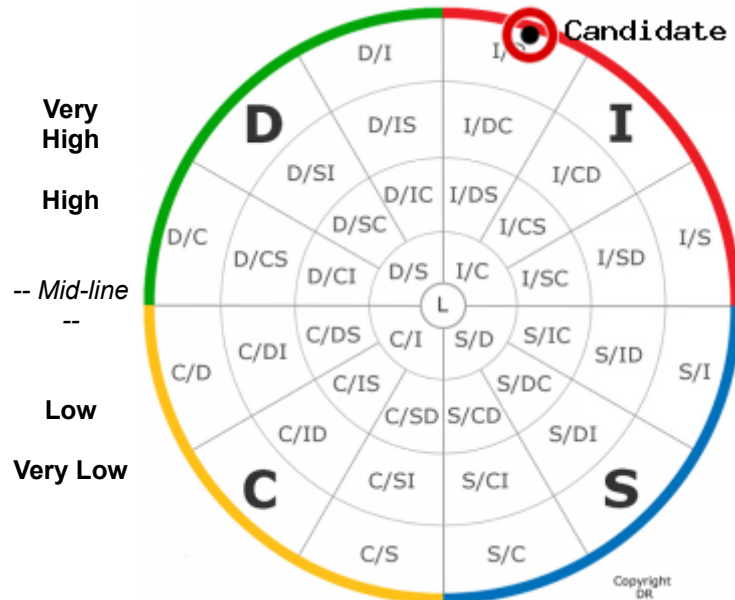


DISC Graph



71 89 23 31

Target Graph



Overview of Your Graphs

The graph on the left above shows levels for the candidates D, I, S and C personality traits. The higher the level of the trait, the stronger it is.

The graph on the right above shows the target graph for the candidate which places the candidate on the DISC segment corresponding to the I/D personality blend.

Words that Best Describe Candidate



- Demanding
- Mobile
- Talkative
- Decisive
- Competitive
- Enthusiastic
- Optimistic
- Determined
- Excitable
- Outgoing
- Exaggerative
- Imaginative
- Persuasive
- Confident
- Polished
- Communicative
- Driving
- Self-Confident
- Independent
- Verbal

Please keep in mind that these words may describe the person in the role more or less depending on the situation. These words may help you identify traits that you are especially looking for as you match a candidate with the role. These descriptive words are considered to be 85-95% accurate based on the role assessment, but they are still only a guide as you seek to make a proper match.

This tool is not intended to limit who you consider for the role. Instead, this tool is designed to help you better understand and discover the traits you are looking for to fit the role.

Candidate's Strengths



The following section describes desired strengths of a candidate based on the **I/D** personality blend.

Influencing and Directive

Candidate is able to provide direction, while accomplishing various tasks through people. Candidate tends to be influential and directive when it comes to empowering others to accomplish tasks. Candidate will usually maintain an aggressive pace while working towards a goal.

Fast Paced and Directive:

Candidate tends to goal oriented, yet focused on quickly accomplishing tasks through people. Candidate will often develop a quick approach that looks at the end result. Candidate enjoys providing direction and coaching in a team environment in order to get results.

Please note: These strengths represent qualities resulting from blending all four of the D, I, S and C personality traits. Please keep in mind that each person is a unique blend of all four styles. Therefore, all for traits are important to consider.

Candidate as a Team Member



Candidate's Main Strength: Candidate is great at being a visionary and influencing others with persuasion and positive interaction.

Main Motivation: Expressing free-spirited energy, maintaining independence

Individual Talents and Gifts: Friendly approach, optimistic outlook

Value as a Team Member: Openness to pioneering efforts, enthusiasm in selling and motivating others

Ideal Environment: Varied activities involving people, freedom from details

Key to Motivate: Public praise and recognition; excitement; active participation on the team; feedback on performance; opportunity to develop people and organizations; optimistic coworkers

Keys to Manage: While working with others: I/D style blends need to focus on results and productivity; people to associate and work with; to handle routine paperwork more efficiently; to concentrate on tasks rather than socializing; you cannot make everyone happy

How Candidate Acts Best Under Pressure (his or her perception): A motivator; good communicator; charming; winsome; delightful; attracting others

How Others *May* Perceive Candidate's Actions Under Pressure (how candidate may come across to others if misunderstood): Self-advancing; self-serving; "pushy;" unrealistic; driven; poor listener

Things to be aware of (possible blind spots): Connecting past events and commitments with current events

Complementary Personality Styles to Work with Candidate: S/C, C/S, D/C, C/SD

Candidate's High and Low Traits

HIGH TYPE Most Predominant	DOMINANT Comfortable working in charge	INSPIRING Comfortable working with people	SUPPORTIVE Comfortable working in a routine	CAUTIOUS Comfortable working in a defined system
Very High Segment	dominant driving demanding ambitious directing pioneering	inspiring political persuasive magnetic stimulating impulsive	supportive passive predictable loyal steady patient	cautious perfectionist precise exacting accurate theoretical
High Segment	forceful adventuresome risk-taker challenging decisive determined	trusting enthusiastic expressive polished generous poised	faithful enduring persistent cooperative kind relaxed	thorough contemplative conscientious proper diplomatic tactful
Average Segment	competitive convincing self-composed	charming sociable hopeful	amiable reliable stable	polite inquisitive sensitive
----- midline -----				
Average Segment	self-effacing hesitant evaluates risks	open-minded retiring assessing	mobile approachable alert	self-affirmed instinctive self-convinced
Low Segment	conserving unassuming realistic willing modest peace-keeping	reflective skeptical factual nonemotional suspicious aloof	available eager responsive tense flexible impatient	opinionated independent willful unconventional emotional free-spirited
Very Low Segment	team player avoids confrontation humble dependent self-denying participating	analytical withdrawn detached probing logical listening	testing changeable energetic reactionary dynamic spontaneous	uninhibited obstinate fearless defiant extremist self-expressive
LOW TYPE Least Predominant	DOMINANT Comfortable working on a team	INSPIRING Comfortable working alone	SUPPORTIVE Comfortable working spontaneously	CAUTIOUS Comfortable working instinctively