

Personality Assessment Report for Joe Sample



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Section 2: Important Message for Joe's Parents

You have chosen to help Joe by working with him to take the BOTS DISC profile assessment. We want to commend you for this desire and for spending this time with Joe. Use this opportunity to learn new things about him and his personality.

Understanding is what he needs first from you. You have given Joe the freedom to make selections in the BOTS assessment, and now this report is providing some feedback for you to review.

We have endeavored to develop an assessment tool using pictures and stories that allows us to determine the personality blend of the children ages 4-12. Overall, we have found that the results are usually accurate, but we fully recognize that there is room for adjustments. Naturally, the younger a student is, the less objective and predictable responses may be.

We recommend that you view the results of this report as a 'snapshot' of Joe's personality. Realize that results can vary to some degree, so these results are not to be considered conclusive. **We certainly believe that these results are fairly accurate and provide a good starting point for you to approach Joe in a more effective way.**

The entire experience is a learning tool for both of you. We hope you benefit from spending time trying to understand Joe. Perhaps you will think more deeply about what motivates him to behave the way he does.

Joe's self-awareness is growing as he grows, so you want to encourage that growth while also allowing for his age and maturity level. If Joe happened to make choices in the assessment that seem to indicate who he would LIKE to be rather than who you think he REALLY IS, then it could mean that Joe needs your encouragement to recognize, accept and appreciate how special he is. In that case, simply focus on affirming him as a special young person with value and worth to you and to others and himself. Just like you, we want Joe to grow to become all that he is meant to be. Use this opportunity to help your relationship be even more open and honest.

We hope you enjoy this great opportunity to learn to relate better with Joe!

Words that Best Describe Joe



- ✓ Is a big thinker with big goals
- ✓ Wants to try new ideas right away
- ✓ Likes to be the leader
- ✓ Makes decisions quickly
- ✓ Can convince others to do something
- ✓ Likes to compete and to win
- ✓ Able to show feelings easily
- ✓ Uses imagination when telling stories
- ✓ Is not afraid to speak up
- ✓ Ready to go any time
- ✓ Likes to be in charge of something
- ✓ Good storyteller
- ✓ Has enthusiasm and energy
- ✓ Does not give up easily
- ✓ Does things for a reason
- ✓ Has a great imagination
- ✓ Bold and ready to take action
- ✓ Likes to decide
- ✓ Likes to get involved rather than just watch
- ✓ Wants others to do what they are told right away
- ✓ Likes to talk



Something to think about ...

Joe, you might like some of these words, because they sound just like you. If they sound right, please circle them. If the words don't sound quite right, then feel free to cross them out. This report is meant to help you DISCover more about your special personality!

Good Things About Joe



Works Hard and Plays Hard

Joe likes to keep busy and do things with others
Joe likes doing new and different things
Joe enjoys heading up group activities

Energetic Leader

Joe likes to do a variety of things with others
Joe gets others interested and excited about doing things
Joe likes to compete and inspires others to do their best



Something to think about ...

Joe, have you ever thought about what you are good at? Strengths are the part of your personality that help you to do certain things very well. When you know what your strengths are, it is easier for you to think of things to do and ways to help. It is a wonderful thing to have strengths, but it is even better to use your strengths to help someone else.

Joe here is how to be your best!



Be Patient With People

You have a "let's go now!" attitude. Not everyone will want to move as fast as you do. Be patient with people who want to take their time.

Stay Calm

Because you are a person who likes to be doing things, you often get excited. Others may be more easygoing and don't get as excited. Try to be calmer when around others like this.

Some Things We Have to do Over and Over

Not all things we do will be exciting and new. Although we often feel bored, there are things we have to do over and over again so we may as well do them well and with a positive attitude.

Think About Your Words

Be aware of the way you say things. Most people are sensitive to HOW things are said just much as they are to WHAT is being said.



Something to think about ...

Remember, Joe, you have a wonderful personality! You are specially designed. No one is quite like you. That is what makes you so important. Keep up the good work as you try to be your best.

Important Things to Know About Joe

Joe's Motivation for Doing Things:

Enjoys doing lots of different things

Joe's Gifts and Abilities:

Likes to do things with others

Joe's Way of Helping Others:

Is able to get things started and get others involved

Joe's Best Environment:

Fast pace with lots of different things to do

What Motivates and Encourages Joe:

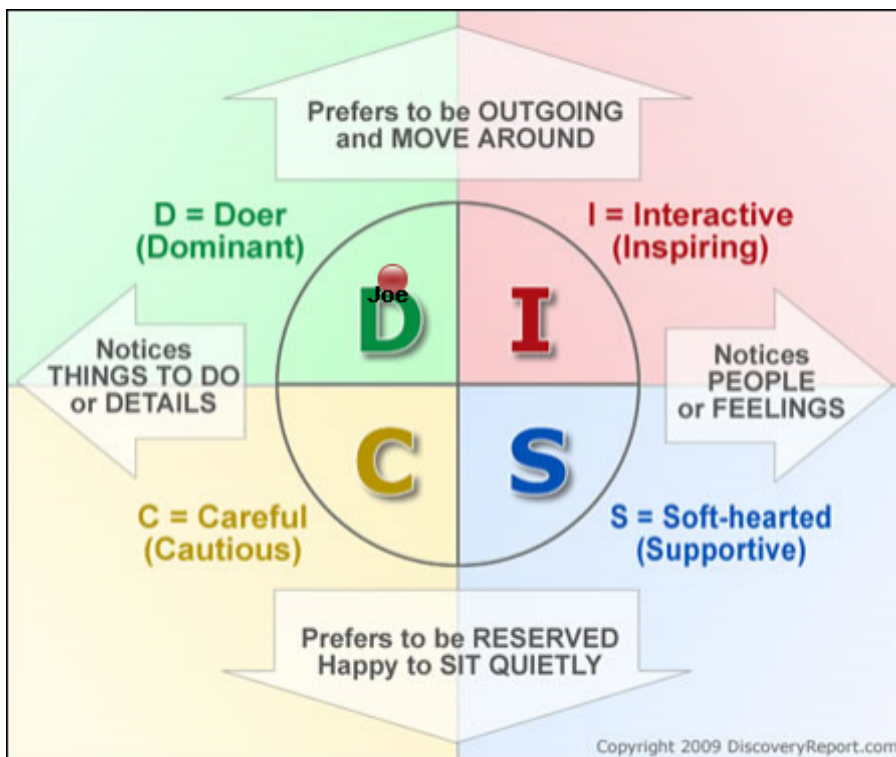
Time to work hard and play hard; new and exciting things to do; keep them busy; praise their work

Personality Styles that Tend to Work Well with Joe:

S/CD, S/C, S/I, C/S

What is DISC About? (Parent /Teacher Reference)

A diagram of the DISC personality model of human behavior is shown below. There are four main personality styles: D, I, S and C which are each represented as a quadrant in a circle. The four arrows in the diagram represent a person's preferences or orientation. Everyone has a combination of all four personality traits to a greater or lesser degree. **Joe's personality blend appears on the chart below as a red circle.**



Describing Joe Using DISC

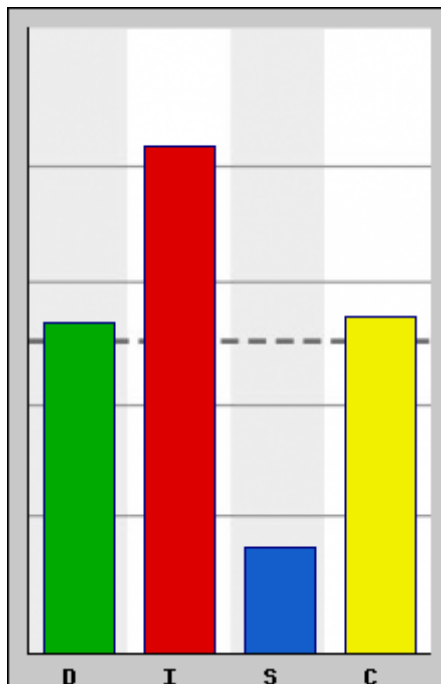
The letters we use for Joe's personality are D/I. Here is what those letters mean ...Determined and Doer (D), and Interested in People (I). Prefers to move around and speak up, usually notices and thinks about what needs to be done, often notices and thinks about people.

By having a DETERMINED and DOER / INTERESTED in PEOPLE personality style, Joe is very active and prefers to move around and speak up! Joe likes to do things quickly. He enjoys completing any jobs he is given, but Joe also enjoys people. He likes keeping busy and being involved in different activities. Joe likes a challenge. He is good at getting a job started and good at getting others to join in.

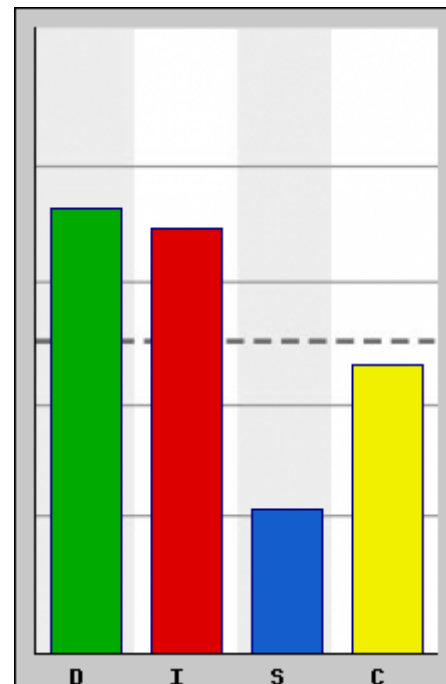
Personality Graphs for Joe



Your Environment Graph
How People See You



Your Basic Personality Graph
How You See Yourself



Very High

High

Avg. Above
-- Mid-line --
Avg. Below

Low

Very Low

Understanding the Graphs

The graphs above show levels for Joe's D, I, S and C personality traits. The higher the level of the trait, the stronger it is. The graph on the left is called **Your Environment Graph - How People See You**. This is how Joe tends to act with other people (in the environment). The graph on the right is called **Your Basic Personality Graph - How You See Yourself**. This graph shows how Joe is most comfortable acting when feeling free and at ease. This is the graph that was used to determine Joe's personality blend as D/I.

Keep in mind that children often "try on" different behaviors as they develop. This report can give you insights into the dynamics of Joe's personality style. You may observe that Joe exhibits very different personality traits in different situations. That is normal. As you learn to see the patterns in the behavior, you will be able to interact more effectively. We hope that you have enjoyed reading Joe's report and that this will be a handy tool to help you learn and grow in your relationship!