

## PerformanceKeys Report

Jane Sample



unlocking human potential

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## Introducing Your Report

Your Personality report has been generated from the specific combination of answers you have given us. We want to make sure that you can interpret the report correctly and get the most from its content.

This introduction will clearly explain to you what a DISC profile is and how you can read the graphs that relate to you. The DISC system is well known internationally and is a technique that is used by many HR or Recruitment Managers to help them get a closer match for the specific needs of their company or a specific vacancy/role in their business. We suggest you might want to use this report as follows:

- To learn more about your style
- Provide information to people who are helping you find a new career opportunity or
- To submit to a company to support an application you might want to make

After the explanation your personal report is broken down as follows:

1. General Description – identifying your style
2. Motivational Characteristics
3. Interview Questions – these might help you prepare in areas of challenge
4. Graphs – how you scored

### How To Read Your Report

Your report uses the DISC Personality System. The DISC Personality System is the universal language of behavior. Research has shown that behavioral characteristics can be grouped together in four major groups called "personality styles". People with similar styles tend to exhibit specific behavioral characteristics common to that style. All people share these four styles in varying degrees of intensity. The acronym DISC stands for the four personality styles represented by the letters:

- D (Dominant, Driver)**
- I (Influencing, Inspiring)**
- S (Steady, Stable)**
- C (Correct, Compliant)**

Knowledge of the DISC System empowers you to understand yourself as well as family members, friends, and co-workers in a profound way. Understanding personality styles helps you become a better communicator, minimize or prevent conflicts, appreciate the differences in others, gain credibility and positively influence others. In the course of daily life, you can observe personality styles in action because you interface with each style, to varying degrees, everyday. As you think about your family members, friends and co-workers, you will discover different personalities unfold before your eyes.

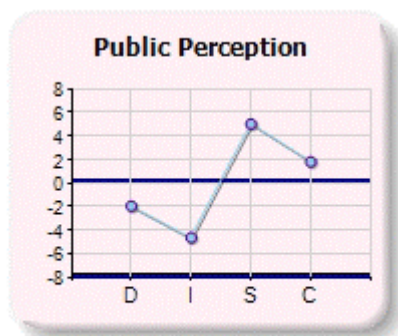
- Do you know someone who is assertive, to the point and wants the bottom line? Some people are forceful, direct, and strong-willed. This is the D Style.
- Do you have any friends who are great communicators and friendly to everyone they meet? Some people are optimistic, friendly and talkative. This is the I Style.
- Do you have any family members who are good listeners and great team players? Some people are steady, patient, loyal and practical. This is the S Style.
- Have you ever worked with someone who enjoys gathering facts and details and is thorough in all activities? Some people are precise, sensitive and analytical. This is the C Style.

The following chart helps put the four dimensions of the personality into perspective:

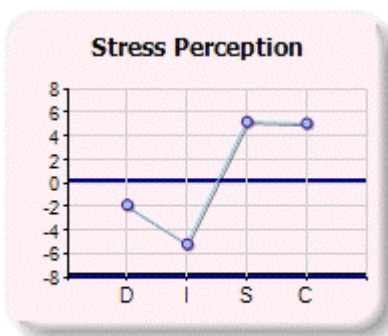
	<b>D = Dominant</b>	<b>I = Influencing</b>	<b>S = Steady</b>	<b>C = Compliant</b>
<b>Seeks :</b>	Control	Recognition	Acceptance	Accuracy
<b>Strengths :</b>	Administration Leadership Determination	Persuading Enthusiasm Entertaining	Listening Teamwork Follow-through	Planning Systems Orchestration
<b>Challenges :</b>	Impatient Insensitive Poor listener	Lack of detail Short attention Low follow-through	Oversensitive Slow to begin Dislikes change	Perfectionist Critical Unresponsive
<b>Dislikes :</b>	Inefficiency Indecision	Routines Complexity	Insensitivity Impatience	Disorganization Impropriety
<b>Stars/Public Figures :</b>	Decisive	Spontaneous	Conferring	Methodical
<b>Song :</b>	"My Way"	"Celebration"	"You've Got A Friend"	"Don't Rain on My Parade"
<b>Car :</b>	Rolls Royce	Ferrari	VW Golf	Volvo
<b>Animal :</b>	Lion	Peacock	Dog	Owl

Because human personality is comprised of varying intensities of the four personality styles, the DISC graph helps make the personality style more visual. The DISC graph plots the intensity of each of the four styles. All points above the midline are stronger intensities, while points below the midline are lesser intensities of DISC characteristics. It is possible to look at a DISC graph and instantly know the personality and behavioral characteristics of an individual.

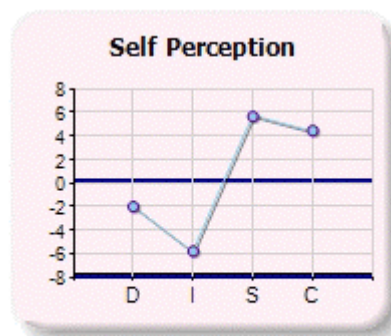
Below are examples and explanations of the three DISC graphs.



**Graph 1**



**Graph 2**



**Graph 3**

#### **DISC graph 1 represents your "public self" (the mask)**

This graph displays the "you" others see. It reflects how you perceive the demands of your environment, and your perception of how you believe others expect you to behave.

#### **DISC graph 2 represents your "private self" (the core)**

This graph displays your instinctive response to pressure, and identifies how you are most likely to respond when stress or tension are present. This would be your instinctive reaction.

#### **DISC graph 3 represents your "perceived self" (the mirror)**

This graph displays the manner in which you perceive your typical behavior. It could be referred to as your self-perception. Although at times you may be unaware of the behavior you use with other people, this graph shows your typical approach.

# General Description

## Personality Report for Jane Sample

### Jane : Temperament

**Jane 's style is identified by the keyword "Precisionist".**

Jane , as a Precisionist style, is a systematic thinker who tends to follow procedures in both personal and business life. Proceeding in an orderly, predetermined manner, Precisionists are precise and attentive to detail. They act in a highly tactful, diplomatic fashion and rarely antagonize their associates consciously. Being extremely conscientious, Jane painstakingly requires accuracy in work and maintains high standards. Precisionists may tend to get bogged down in details, particularly when decisions must be made. Jane desires standard operating procedures and no sudden changes.

As a Precisionist, Jane likes a protected and secure environment governed by rules and regulations. A Precisionist enjoys people, but prefers a few close friends to having many acquaintances. Precisionists prefer small groups rather than large crowds. They will be correct most of the time due to how precise they are. Precisionists may be overly sensitive and perhaps do not handle critique well. They may need to develop confidence and be more independent. They tend to be somewhat concerned about what people think of them and they avoid conflict and change at all costs.

Being exact is imperative in everything Jane does. Precisionists can be counted on to carry out any tasks correctly. They want exact facts and figures before they will make a decision; they feel uneasy when forced to make a quick decision. Precisionists will often keep feelings to themselves. Others may not be aware of their strong beliefs. Jane will not blow up easily when pressured or stressed, but may withdraw. Jane wants a steady home and work environment which promotes security. The more stable, organized and non-confrontational the environment, the happier a Precisionist will be.

### General Characteristics

- Careful; Thinking things through
- Possessive; Sensitive
- Slow to make changes; Predictable
- Uses defensive strategies when confronted

### Value To The Team

- Reliable & Dependable; Analytical
- Loyal team worker; Steady
- Compliant towards authority
- Calculated risk taker; careful
- Will take task from beginning to end

### Challenge Areas

- Resists change; too predictable
- Takes a long time to adjust to change
- Holds a grudge; sensitive to criticism
- Overly using traditional means for problem solving

### Greatest Fear

- Being criticized, especially by a close friend or relationship

### Motivated by

- Recognition for loyalty and dependability
- Approval of their high quality work
- Orderliness and neatness
- Activities I can start and finish

### My Ideal Environment

- Practical procedures and systems
- Stability and predictability
- Tasks that can be completed at one time

- Neat and orderly
- A team atmosphere

**Remember, a Precisionist may want:**

- Security in situations, sincere appreciation, repeated work patterns, time to adjust to change, limited territory of responsibility, identification with group, areas of specialization, clear definitions of their roles.

**When communicating with Jane , a Precisionist, DO:**

- Create a favorable environment:personal and agreeable.
- Express a genuine interest in them as a person.
- Provide them with clarification for tasks and answers to "how" questions.
- Be patient in drawing out their goals.
- Present ideas or departures from current practices in a non-threatening manner; give them time to adjust.
- Clearly define goals, procedures and their role in the overall plan.
- Assure them of personal follow-up support.
- Explain how their actions will minimize the risks involved and enhance current procedures.

**When communicating with Jane , a Precisionist, DON'T:**

- Be pushy, overly aggressive, or demanding
- Be too confrontational or critical of their actions

**\*While analyzing information, Jane , a Precisionist may:**

- Be openly agreeable but inwardly unyielding
- Internalize their concerns and doubts
- Hesitate to share feedback during presentations
- Slow down the action
- Require additional information and supporting materials

**Precisionists possess these positive characteristics in teams:**

- Adds a sense of continuity to the team
- Participative managers – accomplish goals through personal relationships
- Make others feel like they belong
- Show sincerity
- Can see a process for doing things
- Focused and intuitive about people and relationships
- Full of common sense
- Buy into team goals if the "why's" are explained
- Dependable and unvarying
- Identify strongly with the team
- Strive to build relationships
- Good at completing their tasks
- Consider elements of a total project
- Realistic and practical
- Even-tempered
- Provide specialized skills
- Show patience with others
- Loyal

**Personal Growth Areas for Precisionists:**

- Be more open to change
- Be more direct in your interactions
- Focus on overall goals of the team rather than specific procedures
- Deal with confrontation constructively
- Develop more flexibility
- Increase pace to accomplish goals
- Show more initiative
- Work at expressing your thoughts, opinions and feelings

# Motivational Characteristics

## Jane : Temperament

A Precisionist is a systematic thinker who tends to follow procedures in both personal and business life. Proceeding in an orderly, predetermined manner, they are precise and attentive to detail. They act in a highly tactful, diplomatic fashion and rarely antagonize their associates consciously. Extremely conscientious, they painstakingly require accuracy in work and maintain high standards. They tend to get bogged down in details, particularly when decisions must be made.

Precisionists want standard operating procedures and no sudden changes. Precisionists like a protected and secure environment governed by rules and regulations. They like people, but prefer a few close friends to many who aren't as close. They like small groups rather than crowd. Precisionists are correct most of the time due to how precise they are. They are overly sensitive and don't handle critique well. They need to develop confidence and be more independent. They are very concerned about what people think of them and they avoid conflict. Exactness is imperative in everything Precisionists do. They can be counted on to carry out any tasks correctly. They want exact facts and figures before they will make a decision; they feel uneasy when forced to make a quick decision.

Precisionists often keep feelings to themselves. Others may not be aware of their strong beliefs. They do not blow up easily, but after a point their feelings will be known to everyone. They want a steady working environment which promotes security.

MOTIVATING GOALS: Quality results, correct procedures, security

EVALUATES OTHERS BY: Precise standards based on what they do

INFLUENCES OTHERS BY: Attention to detail

VALUE TO TEAM: Conscientious, maintains standards, concerned about quality

OVERUSES: Dependency; adherence to standard operating procedures

REACTION TO PRESSURE: Defensive, strict, slows down processes

GREATEST FEARS: Antagonism, criticism

AREAS FOR IMPROVEMENT: Increase self-confidence; don't be overly sensitive

# Interview Questions

These are areas that you may wish to think about to help you in an interview situation. We have framed some questions in each of the areas associated with your profile.

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## Standard Questions

What would you call a situation that requires long work hours?  
 How would you handle a stressful situation at work?  
 Briefly describe to me your last manager or employer?

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## Public: Dominance In Range

### Questions you may want to ask...

- According to your survey, you desire change, but can also thrive when tasks become routine. How do you adapt to situations when you no longer feel challenged by repetitive tasks?
- Bottom-line results are important in your occupation, but so are the methods you use to produce your results. How do you feel about your results vs. your methods? Is one more important than the other? Please explain.

## Public: Influence In Range

### Questions you may want to ask...

- Some people are easier to please than others. According to your survey, you can cope well with rejection and difficult people. What is your personal strategy for managing conflict and motivating negative people?
- According to your survey, you like sociable environments, but will follow-through on tasks that are important. How do you prioritize and keep on track toward your objectives? How do you manage procrastination and talkative co-workers?

## Public: Security In Range

### Questions you may want to ask...

- According to your survey, you prefer predictable environments, but can cope in spontaneous, irregular surroundings as well. Name a work experience where your stable environment went through intense changes.
- The survey suggests that you are effective at reconciling conflicts. Can you give an example of a situation where you were diplomatic in creating a win-win situation between two adversarial parties?

## Public: Compliance In Range

### Questions you may want to ask...

- There will be times where you must take constructive criticism from someone to whom you report. Can you describe a past work experience where you learned, grew, or used a piece of constructive criticism to your advantage?
  - Generally you'll be asked to satisfy objectives that someone has set for you. But at times, you may be asked to take a leadership role. Can you describe a situation where you had to take on a more authoritative role within a team or an organization?
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## Private: Dominance In Range

### Questions you may want to ask...

See Above Questions

## Private: Influence In Range

### Questions you may want to ask...

See Above Questions

## Private: Security In Range

### Questions you may want to ask...

See Above Questions

**Private: Compliance In Range**

**Questions you may want to ask...**

See Above Questions

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**Mirror: Dominance In Range**

**Questions you may want to ask...**

See Above Questions

**Mirror: Influence In Range**

**Questions you may want to ask...**

See Above Questions

**Mirror: Security In Range**

**Questions you may want to ask...**

See Above Questions

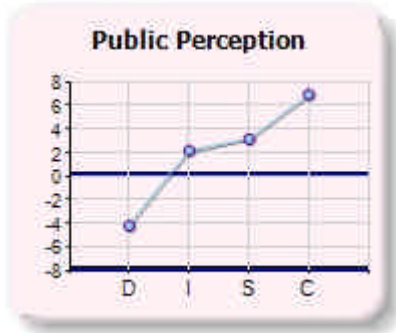
**Mirror: Compliance In Range**

**Questions you may want to ask...**

See Above Questions

# Your Scoring Data

## Temperament Style Graphs 12/12

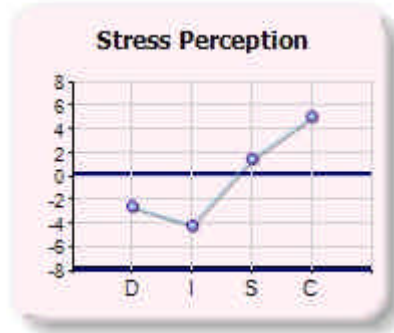


**Raw Scores:**  
D = 2, I = 5, S = 8, C = 9

**Benchmark High**  
D = 8, I = 8, S = 8, C = 8

**Calculated Scores**  
D -4.2, I 2.2, S 3.1, C 6.9

**Benchmark Low**  
D = -8, I = -8, S = -8, C = -8

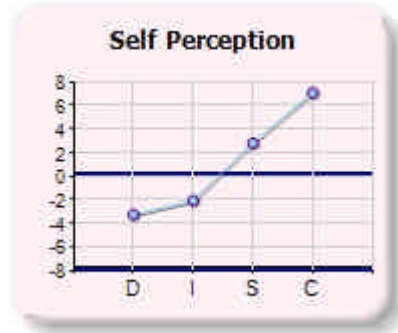


**Raw Scores:**  
D = 9, I = 8, S = 5, C = 2

**Benchmark High**  
D = 8, I = 8, S = 8, C = 8

**Calculated Scores**  
D -2.6, I -4.2, S 1.5, C 5.1

**Benchmark Low**  
D = -8, I = -8, S = -8, C = -8



**Raw Scores:**  
D = -7, I = -3, S = 3, C = 7

**Benchmark High**  
D = 8, I = 8, S = 8, C = 8

**Calculated Scores**  
D -3.3, I -2.1, S 2.8, C 7.1

**Benchmark Low**  
D = -8, I = -8, S = -8, C = -8