

Isaac, have you ever wondered why connecting with some people is easier for you than with others?

Maybe you've noticed that you relate better to colleagues who focus more on creating lively environments and relationships.

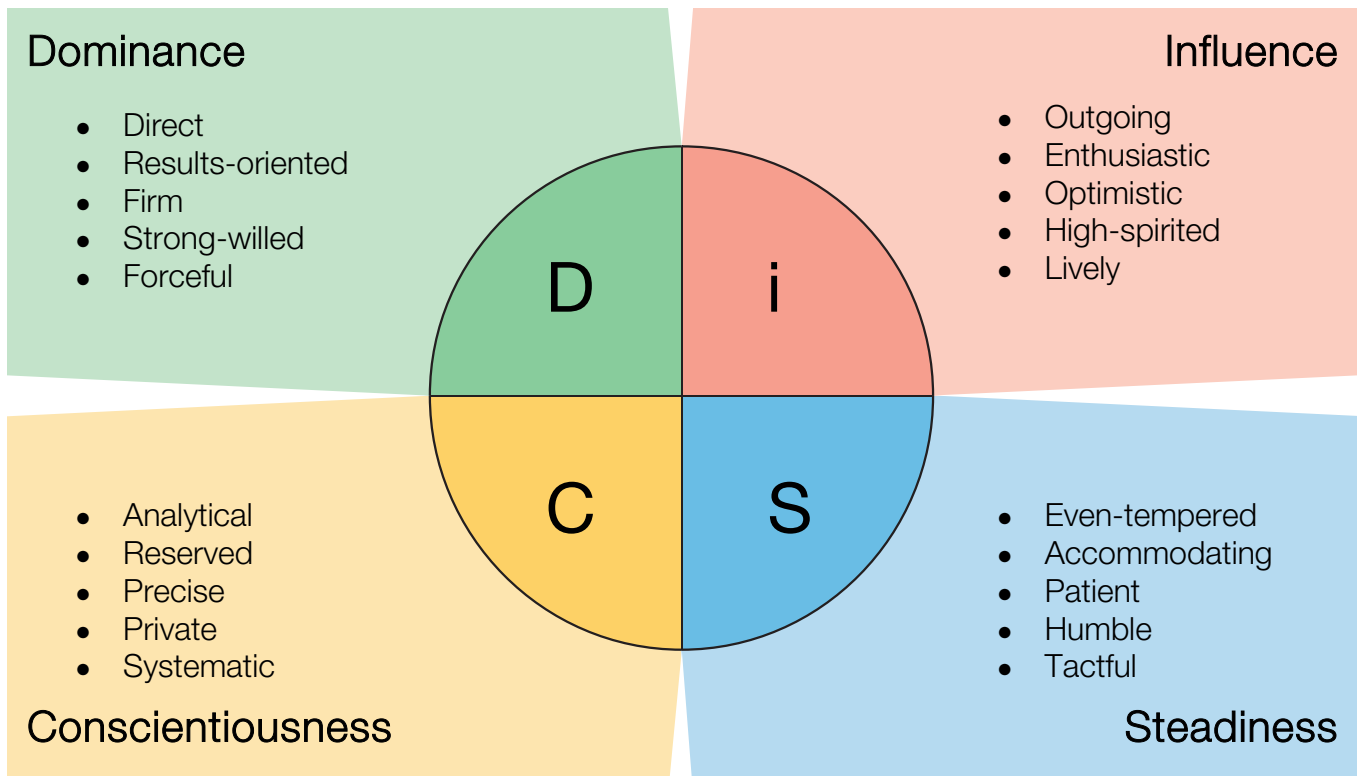
Or, maybe you're more comfortable working with those who take an optimistic, fast-paced approach than those who work at a steadier pace.

Or, perhaps you relate best to people who are more enthusiastic than analytical.

Welcome to *Everything DiSC Workplace*®. The DiSC® model is a simple tool that's been helping people to connect better for over thirty years. This report uses your individual assessment data to provide a wealth of information about your workplace priorities and preferences. In addition, you'll learn how to connect better with colleagues whose priorities and preferences differ from yours.

Cornerstone Principles of Everything DiSC Workplace

- ▶ All DiSC styles and priorities are **equally valuable** and everyone is a blend of all four styles.
- ▶ Your work style is also influenced by **other factors** such as life experiences, education, and maturity.
- ▶ **Understanding yourself** better is the first step to becoming more effective when working with others.
- ▶ Learning about **other people's DiSC styles** can help you understand their priorities and how they may differ from your own.
- ▶ You can improve the quality of your workplace by using DiSC to build more **effective relationships**.



How is this report personalized to you, Isaac?

In order to get the most out of your *Everything DiSC Workplace® Profile*, you'll need to understand how to read your personal map.

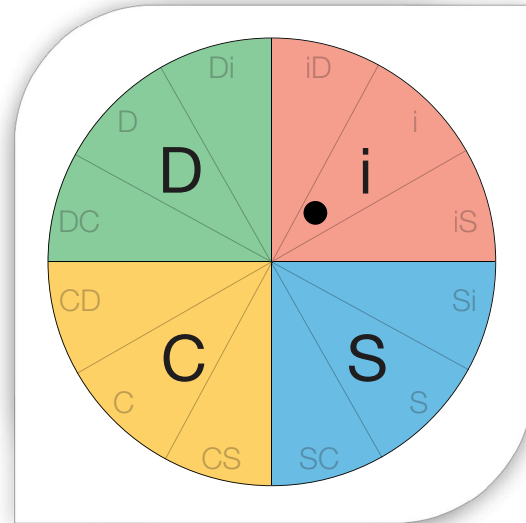
Your Dot

As you saw on the previous page, the Everything DiSC® model is made up of four basic styles: D, i, S, and C. Each style is divided into three regions. The picture to the right illustrates the 12 different regions where a person's dot might be located.

Your DiSC® Style: i

Your dot location shows your DiSC style. Because your dot is located in the middle of the i region, you have an i style.

Keep in mind that everyone is a blend of all four styles, but most people tend strongly toward one or two styles. Whether your dot is in the center of one style or in a region that borders two, **no dot location is better than another**. All DiSC® styles are equal and valuable in their own ways.



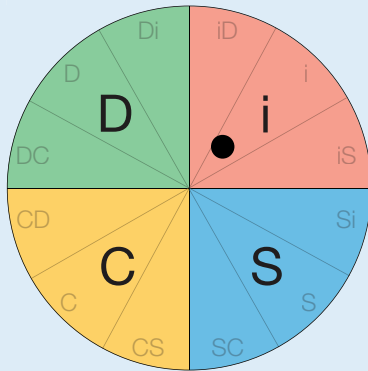
Close to the Edge or Close to the Center?

A dot's **distance from the edge** of the circle shows how naturally inclined a person is to encompass the characteristics of his or her DiSC style. A dot positioned toward the edge of the circle indicates a strong inclination toward the characteristics of the style. A dot located between the edge and the center of the circle indicates a moderate inclination. And a dot positioned close to the center of the circle indicates a slight inclination. A dot in the center of the circle is no better than one on the edge, and vice versa. Your dot location is near the center of the circle, so you are **slightly inclined** and probably relate to the characteristics of all four styles to some extent. Still, because your dot is in the i region, the characteristics of the i style may be most natural to you.

Now that you know more about the personalization of your Everything DiSC Workplace Map, you'll read more about what your dot location says about you. Then you'll learn about your personal map shading and priorities, and discover how this affects your preferences. After that, you'll learn some basics about the other DiSC styles and how to use that information to connect better with everyone in your workplace.

Your Dot Tells a Story

Your DiSC Style is: i



Isaac, you may have noticed that your dot is just barely in the i region of the Everything DiSC® Workplace Map. In fact, it's pretty close to all the DiSC® styles. And so, even though you have a slight inclination toward the i style, you may find it relatively easy to relate to the D, S, or C styles as well. But since your dot is in the i region, this is the style that probably comes most naturally to you.

Since you're most inclined toward the i style, you probably enjoy relating to other people. You tend to have a fairly large network of friends and colleagues, and you may view a roomful of strangers as a fun opportunity to connect. Similarly, you're likely to get personal satisfaction out of introducing people who would not otherwise meet.

Because you're optimistic and enthusiastic, you may find it relatively easy to get people excited about your goals and ideas. When you speak, you're likely to promote your opinions with passion and wholeheartedness. Many people probably find your enthusiasm contagious. However, those who are more skeptical may feel that you are overly optimistic at times.

When communicating, you tend to be expressive, and you may increase your volume and gestures to get people's attention. Compared to most people, you have a stronger urge to process your feelings by verbalizing them. Because of your somewhat talkative nature, you may be comfortable taking the lead in conversations.

You genuinely enjoy being around other people, so you're probably drawn to projects where you can work collaboratively. In group settings, you may be able to bring people together. Most likely, you see team brainstorming sessions as leading to endless possibilities, and you tend to actively solicit ideas from other people.

Like others with the i style, you may strive to make favorable impressions whenever possible, and you're most likely fairly comfortable being the center of attention. In fact, you probably enjoy telling stories and entertaining others in a colorful, engaging way.

Most often, you tend to be accepting of new people and ideas. As a result, when other people offer their opinions, you sometimes may be a bit reluctant to give negative feedback for fear of being seen as the "bad guy." At times, your optimism may also cause you to overestimate your own abilities or misjudge the difficulty of a task. However, your positive outlook can inspire others.

When conflict arises, you do your best to settle differences without letting things get out of hand. However, if things get heated, you may feel the need to outwardly vent your anger or frustration.

To avoid getting bored with routine, you like to have a variety of tasks on your plate. In fact, you probably enjoy initiating action and making gut-instinct decisions. Although you're often excited to start a new project, you may occasionally dive in without adequate planning or resources. Because you're fairly confident in your ability to improvise, you may prefer a somewhat more free-flowing approach.

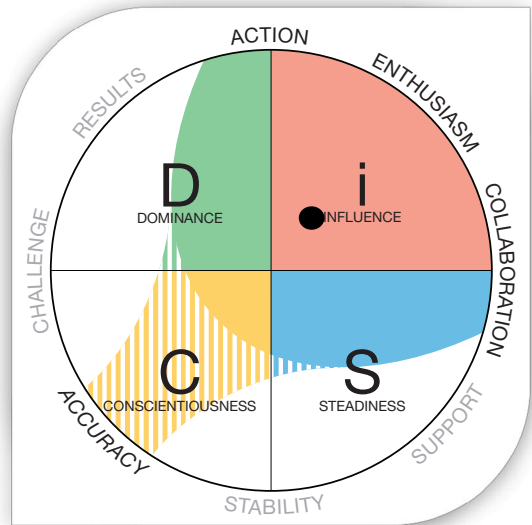
Isaac, like others with the i style, your most valuable contributions to the workplace may include your ability to generate excitement, your high energy, and your desire to bring people together. In fact, these are probably some of the qualities that others admire most about you.

Your Shading Expands the Story

Isaac, while your dot location and your DiSC® style can say a great deal about you, your map **shading** is also important.

The eight words around the Everything DiSC map are what we call **priorities**, or the primary areas where people focus their energy. The closer your shading comes to a priority, the more likely you are to focus your energy on that area. Everyone has at least three priorities, and sometimes people have four or five. **Having five priorities is no better than having three, and vice versa.**

Typically, people with the i style have shading that touches Enthusiasm, Action, and Collaboration. Your shading stretches to include Accuracy, which isn't characteristic of the i style.



What Priorities Shape Your Workplace Experience?

► Generating Enthusiasm

Isaac, you like to maintain a positive, upbeat attitude. Most likely, you assume the best in people and look at the bright side of any given situation. Furthermore, your energy fuels your exuberance, and you're usually open and expressive with your opinions and emotions. Because you like to encourage team spirit, you focus on generating enthusiasm.

► Taking Action

People with the i style like excitement and fast movement. Most likely, you're energized by innovative, groundbreaking solutions, and you're eager to hit the ground running. In fact, your rapid pace might be too much for others, and rather than slowing down to meet their needs, you may encourage them to keep up with you. Your willingness to take quick action can help the group move forward.

► Valuing Collaboration

Like others with the i style, you're probably friendly and outgoing, and you prefer working with others. Most likely, you enjoy meeting new people and finding opportunities to interact. In fact, you probably have a difficult time understanding people who would rather work independently. You value collaboration because you think it not only leads to better outcomes, but it makes the job more fun.

► Ensuring Accuracy

You also tend to prioritize quality results and objective facts, which is a bit unexpected for someone with the i style. Because you often focus on precision, you may be uncomfortable with vague or ambiguous ideas. Not only do you want to get things done, but you want to get them done right. As a result, you probably consider your options carefully before pursuing any course of action.

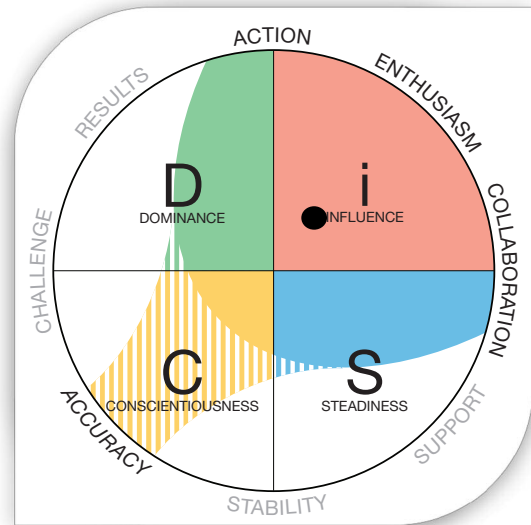
What Motivates You?

Different people find different aspects of their work motivating. Like other people with the i style, you probably appreciate opportunities to work with passionate people toward a common goal. Most likely, you enjoy working in high-energy environments where everyone can express themselves. Because you like to be on the go, you may seek opportunities to meet new people and work on a variety of tasks. However, you may also like working in an environment that enables you to focus on precision, and this is less typical of the i style.

You probably enjoy many of the following aspects of your work:

MOTIVATORS

- Meeting new people
- Being the center of attention
- Inspiring others to do their best
- Initiating colorful projects
- Being around people who are lively and charismatic
- Getting people involved
- Creating enthusiasm
- Emphasizing accuracy and precision
- Catching errors or flaws in design



What do your priorities say about what motivates you and what you find stressful?

What is Stressful for You?

Then there are those aspects of your work that are stressful for you. Because you tend to be active and lively, you may find routine work to be very draining. Consequently, you may be more interested in starting new projects than following through on old ones. Furthermore, environments that are dull or don't allow you to express yourself may also sap your energy. At the same time, unlike others with the i style, it may be stressful for you if you're not allowed to achieve the precision you value.

Many of the following aspects of your work may be stressful for you:

STRESSORS

- Giving people unpleasant feedback
- Being forceful or insistent with others
- Being isolated for long periods
- Working steadily toward long-term goals
- Being in a dull or unsocial environment
- Being unable to use your intuition
- Being forced to slow your pace
- Making decisions without time for analysis
- Being wrong or unprepared

The graphic below provides a snapshot of the four basic DISC® styles.

