



Liz Rowe

Style: **Concluder DI**

The DISC Personality Style Report

Thursday, September 12, 2019

Introduction



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. 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)**, and **C (Correct, Conscientious)**.

Knowledge of the DISC System empowers you to understand yourself, family members, co-workers, and friends, in a profound way. Understanding behavioral styles helps you become a better communicator, minimize or prevent conflicts, appreciate the differences in others and positively influence those around you.



In the course of daily life, you can observe behavioral styles in action because you interact with each style, to varying degrees, every day. 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 friends who are great communicators and friendly to everyone? Some people are optimistic, friendly, and talkative. ***This is the I style.***

Do you have family members who are good listeners and great team players? Some people are steady, loyal, and practical. ***This is the S style.***

Have you ever worked with someone who is factual, thorough, and detail oriented? Some people are precise, sensitive, and analytical. ***This is the C style.***

General Description



Liz's style is identified by the keyword "Concluder". (DI)

Liz, as a Concluder style, tends to be a strong individualist. Liz is forward-looking, progressive and competitive. They can also be direct and even forceful at times.

Concluders are curious and have a wide range of interests. They are logical, incisive and critical in their problem solving. Many times a Concluder will come up with the imaginative and unusual. Liz has good leadership abilities. A Concluder may appear to be cold or blunt because their task-orientation tends to overtake their people-orientation. Concluders have high standards and can appear to be critical when these standards are not met. Concluders may also place high standards on surrounding people and expect perfection from them as well. Liz seeks authority and challenging assignments.

Concluders can have a very strong impact on people and can motivate others to achieve goals. Because of these characteristics, they need to be sensitive to the people around them. Their high-risk, adventurous spirit moves them through life at a fast pace while making things happen in the lives of the people. Others may see concluders as opinionated and they will challenge others' opinions.

Concluders tend to be short tempered, especially when they feel someone is taking advantage of them. They thrive on activity and a consistently forward moving environment. Patience does not come easily. A Concluder may put themselves in the position of being affected by other peoples' actions because they want to be involved in everything going on around them. Concluders may want to take charge of problems that are out of their area of responsibility and may be irritated when others do not share their sense of urgency. Liz is constantly thinking about what to move on to next that is new and exciting.

Style Intensity Overview



The DISC Assessment measures the intensity of four behavioral traits; Dominance, Influence, Steadiness and Compliance. The higher your scores above zero (the midline) the more intensely that trait will be expressed. The lower your score the less intensely that trait will be expressed. The following paragraphs will provide you with an overview based on your specific intensity scores.



With a high D-Style intensity, Liz is determined and driven to excellence and tends to be very competitive. Liz is not afraid to "go for" desires or wants and is willing to put forth the effort for success. Liz is not afraid to challenge others in the quest to achieve end goals, but also respects position and authority and is not unnecessarily confrontational.



With a high I-Style intensity, Liz's relationships play a key role in life. Liz is a very trusting individual and enjoys making new friends and developing new relationships. Liz is often involved in many things at once and loves social functions. Liz enjoys encouraging others and people see them as a person who frequently inspires.



With a low S-Style intensity, Others see Liz as a versatile person whom they rely upon to break up monotonous or routine situations. Liz sometimes prefers to do things outside of the team. Liz tends to be individualistic and may even be perceived as "restless" with a tendency to move quickly from one thing to the next.



With a low C-Style intensity, Liz is not afraid to take a bold approach and is willing to challenge the status quo. Original and creative, Liz acts with confidence when implementing new solutions. Liz will tend to use a balance of intuition and facts when making decisions. Once the decision is made, Liz will not be afraid to act upon it.

Your Personality Style Traits



Liz's General Characteristics

- Natural leader and spokesperson
- High Ego Strength
- Influential and Motivating
- High Energy, Extroverted; Optimistic



Liz's Value To The Team

- Bottom-line organizer
- High Energy; Spurs Activity
- Can Multi-task Easily
- Decisive and great in crisis



Liz's Challenge Areas

- May be overly aggressive
- Attitude that can be potentially argumentative
- Impatient with others
- Attempts too much at once



Liz's Dominant Fear

- Being taken advantage of; talked about



Liz is Motivated by

- Being able to direct and pioneer
- Power and authority to take risks and make decisions
- Freedom from routine and mundane tasks
- Changing environments in which to work



Liz's Ideal Environment

- A competitive environment with rewards
- Non-routine, challenging tasks and activities
- Being able to delegate details to others
- Freedom from controls, supervision, and details
- Personal evaluation based on my results, not my methods

Description Overview Continued



Remember, Liz may want:

- Authority, varied activities, prestige, freedom, assignments promoting growth, opportunity for advancement



When communicating with Liz, DO:

- Talk about results, not process
- Talk about solutions, not problems
- Focus on business; remember they desire results
- Suggest ways for him/her to achieve results, be in charge, and solve problems
- Let them in on the "big picture"; they are visionary
- Agree with facts and ideas rather than the person when in agreement
- Discuss problems in light of how they will hamper accomplishment when they exist



When communicating with Liz, DON'T:

- Ramble; Let them talk
- Repeat yourself
- Focus on problems
- Be pessimistic
- Focus on the process and details
- Challenge them directly



While analyzing information, Liz may:

- Ignore potential risks
- Not weigh the pros and cons
- Not consider others' opinions
- Offer innovative and progressive systems and ideas



Liz contributes these positive characteristics in teams:

- Instinctive leader
- Autocratic manager - great in crisis
- Direct and Decisive
- Maintains focus on goals
- Great communicator
- Overcomes obstacles; they see silver lining
- Provides direction and leadership
- Pushes group toward their goals
- Willing to speak out
- Welcomes challenges without fear
- Accepts risks
- Sees the big picture
- Can handle multiple projects

Description Overview Continued



Personal Growth Areas for Liz:

- Strive to be an "active" listener
- Be attentive to other team members' ideas until everyone reaches a consensus
- Be less controlling
- Develop a greater appreciation for the opinions, feelings and desires of others
- Put more energy into the details and process
- Show your support for other team members
- Take time to explain the "whys" of your statements and proposals
- Have more patience

This next section uses adjectives to describe where your DISC styles are approximately plotted on your graph. These descriptive words correlate as a rough approximation to the values of your graph.

D Measures how decisive, authoritative and direct you typically are.

Words that may describe the intensity of your “D” are:

- **FORCEFUL** Full of force; powerful; vigorous
- **RISK TAKER** Willing to take chances
- **ADVENTURESOME** Exciting or dangerous undertaking
- **DECISIVE** Settles a dispute, question, etc
- **INQUISITIVE** Inclined to ask many questions; curious

I Measures how talkative, persuasive, and interactive you typically are.

Words that may describe the intensity of your “I” are:

- **GENEROUS** Willing to give or share; unselfish; bountiful
- **POISED** Balanced; stable; having ease and dignity of manner
- **CHARMING** Attractive; fascinating; delightful
- **CONFIDENT** Sure of oneself; feeling certain; bold

S Measures your desire for security, peace and your ability to be a team player.

Words that may describe the intensity of your “S” are:

- **RESTLESS** Inability to rest or relax; uneasy; not quiet
- **CHANGE-ORIENTED** Desire to alter; likes variety
- **SPONTANEOUS** Acting in accordance with a natural feeling without constraint
- **ACTIVE** Characterized by much action or emotion; busy; quick

C Measures your desire for structure, organization and details.

Words that may describe the intensity of your “C” are:

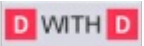
- **OWN PERSON** Not easily affected by the opinions of others
- **PERSISTENT** Continuing, especially in the face of opposition; persevere
- **INDEPENDENT** Free from the influence or control of others; self-confident

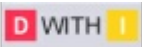
How You Communicate with Others

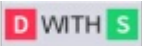
Your style is predominately a “D” style, which means that you prefer receiving information telling you RESULTS; but when transferring that same information to a client or co-worker, you may need to translate that into giving them precise facts, or just the end result, or how they are a part of the solution and we need to work as a team.

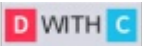
This next section is particularly useful for a dominant “D” style as you may have the tendency to be more aggressive in your communication than what others would like.

The Compatibility of Your Behavioral Style

 Two “D” styles will get along well only if they respect each other and desire to work as a team to accomplish a set goal. Care must be taken not to become overly competitive or overly domineering with each other.

 A “D” likes the “I” style, because an “I” is a natural encourager to the “D”. Sometimes an “I” will not be task oriented enough for the “D” in a work situation, unless the “D” sees the value of how the “I” can be influential to achieve ultimate results.

 A “D” and an “S” normally work well together because the “S” does not threaten the “D”, and will normally work hard to achieve the desired goal. Sometimes personal relations can be strained because the “D” sometimes comes across as too task oriented and driven.

 A “D” and a “C” must be careful not to become too pushy and too detail oriented, respectively. However, a “D” needs the detail attention of the “C” style, but sometimes has a hard time of effectively communicating this need.

Communication Tips Continued

How You Can Enhance Interaction with Each Style

YOU with a **D**

If there is mutual respect, you will tend to see each other as driving, visionary, aggressive, competitive, and optimistic. So as long as they agree on the goal to be accomplished, they can focus on the task at hand and be extremely efficient. If mutual respect does not exist, you will tend to see the other D as argumentative, dictatorial, arrogant, domineering, nervous, and hasty.

Relationship Tip: Each of you must strive to achieve mutual respect, and communication, setting this as a goal to be accomplished will help immensely. You must also work to understand the realms and boundaries of each other's authority, and to respect those boundaries.

YOU with an **I**

You will tend to view I's as egocentric, superficial, overly optimistic, showing little thought, too self-assured, and inattentive. You'll dislike being "sold" by the I. Your task orientation will tend to lead you to become upset by the high I's noncommittal generalizations.

Relationship Tip: You should try to be friendly, since the I appreciates personal relationships. Be complimentary, when possible. Listen to their ideas and recognize their accomplishments.

YOU with an **S**

You will tend to view the S as passive, nonchalant, apathetic, possessive, complacent, and non-demonstrative. D's tend to perceive S's as slow moving. They will tend to see your approach as confrontational, and it may tend to be overwhelming to the high S. Your quick pace of action and thinking may cause a passive-aggressive response.

Relationship Tip: Avoid pushing; recognize the sincerity of the high S's good work. Be friendly to them, they appreciate relationships. Make every effort to be more easy going when possible, adapting a steady pace will reduce unnecessary friction in the relationship.

YOU with a **C**

Your tendency will be to view the C as overly dependent, evasive, defensive, too focused on details, and too cautious and worrisome. D's often feel that high C's over analyze and get bogged down in details.

Relationship Tip: Slow down the pace; give them information in a clear and detailed form, providing as many facts as you can. In discussions, expect the C to voice doubts, concerns and questions about the details. Remove potential threats. Whenever possible, allow time for the C to consider issues and details before asking them to make any decisions.

DETAILING -

Fair



You tend to follow through on specific details that have been relayed to you as important. In new areas, you may not see the importance of certain portions of the work that require more precision and review. Try using new strategies such as note taking, repetition of the goal, and asking for clarity.

CREATING -

Above Average



You like to use your creativity to refine and perfect the basic concepts that other team members develop. You can oversee and help to keep accountability in areas where other team members may be more inclined to compromise.

RELATING -

Above Average



You value relationships and instinctively know what is required to nurture them. You often will go out of your way to make sure that new team members feel welcome and included. You also have a desire to be included as part of the group.

PERSISTING -

Above Average



Others like working together with you because you typically do more than your share of whatever is required and this makes the entire team look good. You will maintain a hands-on approach and let others visibly see that you are a team player.

DIRECTING -

Above Average



Quality work and meeting tight deadlines are only two of your strengths others see. You may appear a bit task-oriented at times, but your attention to detail and your inner drive allow others to respect you and see the great value you add to the team. Take time to let others get to know you. They like you for a person as well as what you do for them.

PROCESSING -

Fair



You are comfortable setting up and working through the process, but really prefer to be more goal/results oriented. Routines become monotonous to you and sometimes you desire to be more spontaneous or outgoing.

INFLUENCING -

Main Focus



Your main focus is on influencing others, which is great if you are running for President. But if you are not, you need to evaluate whether or not you are a bit too willing to make all the decisions and delegate to others. Perhaps listening a little more and getting others more involved in the decision-making process will make for a better team atmosphere.

DISC Overview

Because human personality is comprised of varying intensities of the four behavioral 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.

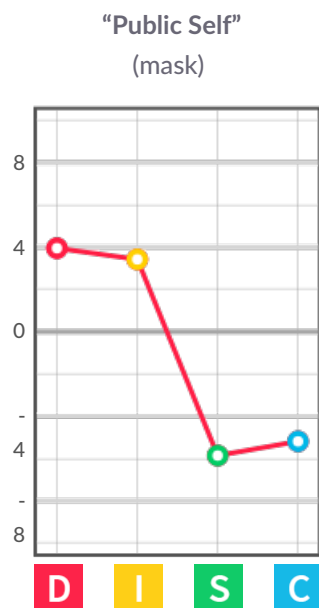
This chart below helps put the four dimensions of the personality into perspective

| | D DOMINANT | I INFLUENCING | S STEADY | C COMPLIANT |
|------------|---|--|---|--------------------------------------|
| Seeks: | Control | Recognition | Acceptance | Accuracy |
| Strengths: | Administration Leadership Determination | Persuading Enthusiasm Entertaining | Listening Teamwork Follow-through | Planning Systems Orchestration |
| Dislikes: | Inefficiency Indecisions | Routines Complexity | Insensitivity Impatience | Disorganization Impropriety |
| Decisions: | Decisive | Spontaneous | Conferring | Methodical |

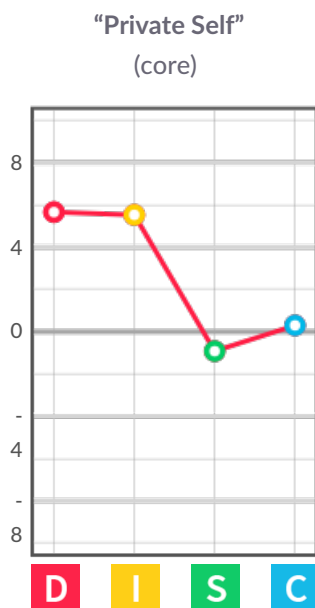


Your DISC Graphs

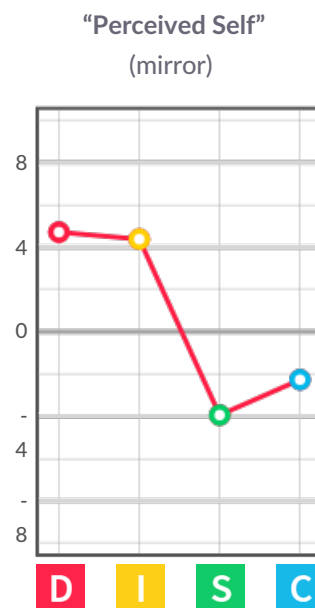
Below are your three DISC graphs and the meaning of each graph.



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.



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



This graph displays the manner in which you perceive your typical behavior. It could be referred to as your self perception. At times you may be unaware of the behavior you use with other people.

Differences between the Public and Private Self:

People often act based on how they think others expect them to behave or to adapt to a specific job or role. This adapted behavior (the Public Self) represents what we project to the world. Your core style (Private Self) represents your instinctive response to pressure. During times of stress or tension, these core behaviors become prominent. This Private Self graph is least likely to change because these are natural and ingrained responses. Little or no difference between the Private Self and Public Self indicates that there is not much need to adapt your style to your environment. However, if the Public Self is different from the Private Self, you may perceive a need to flex your style to fit your job, your current role or the expectations placed upon you.

Liz's Action Plan



This worksheet is a tool to enable effective communication. The goal is to help you maximize your strengths and minimize the effects of potential limitations by addressing characteristics common to your style.

This section gives you an opportunity to assess your personality style and get feedback from someone else.

Instructions

Step 1: The items listed below are areas of reflection. Give this page to another person who knows you well (associate, team member, teacher, family member, friend, etc.) and ask them to read each item and consider whether or not the items describe you, then, check either yes or no beside each item. Open dialogue is encouraged and any blind spots (areas of your personality that you are blind to) should be discussed. Since communication is a two way street, it is recommended that two people complete one another's worksheets.

- | | |
|--|--|
| <input type="checkbox"/> <input type="checkbox"/> Delegates work well | <input type="checkbox"/> <input type="checkbox"/> Overly demanding of others |
| <input type="checkbox"/> <input type="checkbox"/> Low tolerance for error | <input type="checkbox"/> <input type="checkbox"/> Thrives on opposition |
| <input type="checkbox"/> <input type="checkbox"/> Sees the big picture | <input type="checkbox"/> <input type="checkbox"/> Volunteers for jobs/shows initiation |
| <input type="checkbox"/> <input type="checkbox"/> Goal/results oriented | <input type="checkbox"/> <input type="checkbox"/> Would rather talk than work |
| <input type="checkbox"/> <input type="checkbox"/> Can't be bothered with details | <input type="checkbox"/> <input type="checkbox"/> Presents well/polished |
| <input type="checkbox"/> <input type="checkbox"/> Organizes well | <input type="checkbox"/> <input type="checkbox"/> Frequently lacks follow through |
| <input type="checkbox"/> <input type="checkbox"/> Seeks practical solutions | <input type="checkbox"/> <input type="checkbox"/> Outgoing and personable |
| <input type="checkbox"/> <input type="checkbox"/> Rash decision maker | <input type="checkbox"/> <input type="checkbox"/> Priorities often get out of order |
| <input type="checkbox"/> <input type="checkbox"/> Moves quickly to action | <input type="checkbox"/> <input type="checkbox"/> Overly dependent upon feelings |
| <input type="checkbox"/> <input type="checkbox"/> Tends to be abrupt/overly direct | <input type="checkbox"/> <input type="checkbox"/> Easily distracted |

Action Plan Continued

Step 2: Now, select three items that would benefit the most from focused attention. Discuss and determine specific outcomes and reasonable time frames for their achievement. Write the details in the spaces provided, along with notes helpful to achieving specific outcomes. Set a date 60-90 days from now for a discussion with your contact to review your progress. The person who works with you on this is important to your growth and should help you stay accountable to your plan.

The first item upon which I will focus:

- Review Date:
- Specific actions I will take on this item in the next 60 to 90 days:
- Specifics to address:

The second item upon which I will focus:

- Review Date:
- Specific actions I will take on this item in the next 60 to 90 days:
- Specifics to address:

The third item upon which I will focus:

- Review Date:
- Specific actions I will take on this item in the next 60 to 90 days:
- Specifics to address: