

Tom Lassey

Style: **Persuader ID**

DISC Report

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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.***

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General Description

Tom's style is identified by the keyword "Persuader". (ID)



Tom, as a Persuader style, is an integrative leader who works with and through people. Persuaders have an outgoing spirit, high interest in people and the ability to gain respect and admiration from varied types of individuals. They do business in a friendly way, while striving to win others to their objectives and sell their point of view. They can be inattentive to the "little things" and details. Persuaders may act impulsively, may be overly enthusiastic and may oversell. They may overestimate their ability to motivate people or change the behavior of others. Tom seeks freedom from routine and wants authority as well as prestige. Persuaders need a variety of activities and work more efficiently when analytical data is provided by others. Tom needs assignments requiring mobility and challenge.

As a Persuader, Tom may have a hard time resting. Persuaders may seem as if they are nervous or fidgety; they are always active and in the middle of some activity. Tom is very optimistic and motivating, knowing how to get results! A Persuader is a good communicator and has a true interest in people. They are good problem solvers, but they need to relax and pace themselves. Persuaders would do well to remember that they do not always have to take the lead position; they can be supporters and helpers also. Persuaders need to learn to relax and try not to control everything and everyone. Persuaders want the people around them to communicate efficiently and effectively. Tom tends to make decisions quickly and is comfortable making high-risk determinations.

Often viewed by others as overconfident or conceited, Persuaders may appear aggressive, especially when communicating with people who like to pay attention to all the fine points. Persuaders are optimistic and tend to overestimate the abilities of others because of their high trust, optimism and confidence in others around them.

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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 moderate D-Style intensity, Tom is a very creative person and is often willing to seek out new solutions to problems, Tom is self-motivated and often works at a fast pace to accomplish goals. Tom likes new challenges and is usually able to make decisions easily, even under pressure.



With an extremely high I-Style intensity, Tom is an extremely outgoing and social person, and tends to make friends easily and likes to have fun with others. Tom wants to make commitments even when unable to keep them. This comes from their strong desire to please, not because of any intent to deceive. Tom tends to be very spontaneous, easily becoming bored with routine tasks.



With a low S-Style intensity, Others see Tom as a versatile person whom they rely upon to break up monotonous or routine situations. Tom sometimes prefers to do things outside of the team. Tom 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 very low C-Style intensity, Tom is uninhibited and prefers going by feelings rather than just the facts. Tom is not afraid to try new things and may even do things in unique or unproven ways. Tom prefers to let others handle much of the detail work associated with various endeavors, preferring to focus on the innovative aspect of the task.

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Description Overview

Your Personality Style Traits

Tom's General Characteristics

- Enthusiastic and Innovative
- Trusting; Optimistic
- Persuasive; Talkative
- Competing for Recognition

Tom's Value To The Team

- Creative problem solver
- Great encourager and leader
- Motivates others to achieve
- Convincing spokesperson
- Negotiates conflicts by taking positive action

Tom's Challenge Areas

- More concerned with their agenda than the agenda of the team
- Inattentive to detail
- Overuses gestures and facial expressions
- Tends to listen only when it's convenient

Tom's Dominant Fear

- Rejection and loss of influence

Tom is Motivated by

- Flattery, praise, popularity, and acceptance
- Rewards and recognition
- Freedom from many rules and regulations
- Other people available to handle details

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Description Overview Continued

Tom's Ideal Environment

- Leadership role
- Regular complimenting for achievements
- Freedom from controls and details
- A forum to express ideas
- Group activities in professional and social environments

Remember, Tom may want:

- Social esteem and acceptance,freedom from details and control, people to talk to, positive working conditions, recognition for abilities, opportunity to motivate and influence others

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When communicating with Tom, DO:

- Build a favorable, social environment
- Give opportunity for them to verbalize about ideas, people and their intuition
- Let them have authority and control
- Allow varied activities and roles
- Submit details in writing, but don't dwell on them
- Do things for them in a timely fashion
- Create incentives for following through on tasks

When communicating with Tom, DON'T:

- Eliminate social status
- Do all the talking or challenge them
- Ignore their ideas or accomplishments
- Tell them what to do

While analyzing information, Tom may:

- Speak before listening thoroughly
- Miss important facts and details
- Interrupt
- Be creative in problem solving

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Description Overview Continued

 Tom contributes these positive characteristics in teams:

- Instinctive communicator
- Participative manager who influences and inspires
- Motivates the team
- Spontaneous and agreeable
- Responds well to the unexpected
- Creates an atmosphere of well-being
- Enthusiastic
- Provides direction and leadership
- Expresses ideas well
- Works well with other people
- Makes a good spokespersons
- Will offer opinions
- Persuasive
- Has a positive attitude
- Accomplishes goals through people
- Good sense of humor
- Strong in brainstorming sessions

 Personal Growth Areas for Tom:

- Weigh the pros and cons before making a decision; be less impulsive
- Be more detail oriented
- Exercise control over your actions, words and emotions
- Remember to slow down your pace for other team members
- Talk less; listen more; be more patient
- Consider and evaluate ideas from other team members
- Concentrate on following through with tasks

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Communication Tips

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:

- ***SELF-ASSURED*** Certain; confident
- ***COMPETITIVE*** Rivalry; desiring a contest or match
- ***QUICK*** Prompt to understand/learn; sharp in discernment
- ***SELF-RELIANT*** Having reliance upon or confident in one's own abilities

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

Words that may describe the intensity of your "I" are:

- ***ENTHUSIASTIC*** Supernatural inspiration; visionary; intense
- ***GREGARIOUS*** Fond of the company of others; sociable
- ***PERSUASIVE*** Having the power to persuade; influencing
- ***EMOTIONAL*** Easily aroused to emotion; quick to weep or show anger

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:

- ***DEFIANT*** Open, bold resistance to authority
- ***OBSTINATE*** Determined to have one's own way; stubborn

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Communication Tips Continued

How You Communicate with Others

Your style is predominately an "I" style, which means that you prefer receiving information that stresses the EXPERIENCE; but when transferring that same information to a client or co-worker, you may need to translate that into giving them precise facts, 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 "I" style as you may have the tendency be more vocal but less focused on results or details as others around you.

The Compatibility of Your Behavioral Style



The "I" and the "D" styles normally get along pretty well in relationships since the "I" is a great encourager to the "D". In work tasks, the "I" may feel the "D" is too demanding and too task oriented at times.



Two "I" styles get along extremely well in personal relationships. They are very social and like to try new experiences. Two "I"s working together may have a tendency to miss deadlines and not complete tasks with attention to detail.



The "I" and the "S" style get along well in the work environment since the "S" will serve as support for the "I" in making sure tasks stay on track. In relationships the "I" may want to be more socially oriented while the "S" would prefer to spend more quality time with less people and outside activities.



The "I" and the "C" work well together as their strengths tend to complement one another. In relationships there can sometimes be conflicts as the "I" is much more socially motivated and impulsive than the "C".

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Communication Tips Continued

How You Can Enhance Interaction with Each Style

YOU with a D

You tend to view D's as argumentative, dictatorial, arrogant, domineering, nervous and hasty. As an I, you are likely to resent the D telling you what to do. It will frustrate you when they don't notice your ideas. Since you are used to being able to talk your way into or out of confrontations, you will likely be surprised when you find out that your charm does not bring a favorable response from the high D.

Relationship Tip: To make this relationship work, you must have direct communication. Deal with issues in a straightforward manner. Work at negotiating commitments and goals on an equal basis. Focus on tasks and issues, not people and personalities. Point out specific accomplishments.

YOU with an I

You enjoy relationships with other I's ... thoroughly. You will see each other as stimulating, charismatic, outgoing and optimistic; relating well to each other and developing relationships quickly. You will both tend to mix business and pleasure, and strive to impress one another; possibly even competing for recognition.

Relationship Tip: Maximizing relationships between I's is not difficult; it's controlling them that will require effort. Be friendly, complimentary; acknowledge each other's accomplishments. Listen sincerely instead of planning what you want to say next.

YOU with an S

You will see high S's as passive, nonchalant, apathetic, possessive and non-demonstrative. But you'll also find them accepting, and willing to enter into relationships if you can slow down the pace; even though you'll tend to become frustrated when the S doesn't express their thoughts and feelings like you want them to. You can be a motivator and encourager to S's.

Relationship Tip: Slow down; be more easygoing. Show them sincere appreciation and you'll find friendships with S's are very rewarding; they'll stick with you. Above all, don't be pushy.

YOU with a C

You view C's as overly dependent, evasive, defensive, too focused on details, too cautious and worrisome. The natural interaction between you will strain the relationship and require work. You'll focus on people; they'll see the facts. You'll be optimistic; they'll seem pessimistic. You'll look at the “big picture”; they'll see only details. You'll want to make a decision; they'll frequently want to gather a little more data first.

Relationship Tip: Present your facts clearly, and don't exaggerate details and numbers. Prepare well for a discussion with a C. Expect them to express doubts and need time to evaluate data before making a decision. Remove any potential threats, making their decisions easier. Write notes often.

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Power DISC

INFLUENCING -

Highly Effective



You are perceived by most as a great leader, well-spoken and decisive. You naturally command the respect and attention of others. Others are willing to follow you because of your charisma and enthusiasm. While sometimes seeming a bit aggressive, your fairness and people skills soon have others remembering that you want the best for them as well.

DIRECTING -

Adequate



You understand that directing others and doing what needs to be done to hit deadlines is important. You find ways to make sure this is part of your routine, although you do not consider it your primary strength.

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.

DETAILING -

Minimal Use



You might say "Leave the paperwork to someone else. Details bog me down." You like to have fun and be spontaneous and not tied down to a routine. Remember to make sure you follow through. The job is not finished until the paperwork is done.

CREATING -

Well Developed



You are very unique in that you have the combination of tremendous people skills and orientation to detail. You can articulate well in many different areas. You use your communication skills to make sure that each area of a project will get done in the proper order and manner. High-quality work is a standard you maintain in all you do.

PERSISTING -

Good



You are a strong, steady worker who wants to do quality work. Sometimes you may begin to look at other alternatives to completing a project when the going starts getting rough. Remember not to quit nor lose focus on what you have started.

RELATING -

Well Developed



You are a naturally friendly and caring individual who is very approachable. Others feel very comfortable coming to you and you make friends very easily. You are frequently called on when there is a need to network with others to get a project done.

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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 positively expressed, while points below the midline are negatively expressed, making it possible to look at a DISC graph and instantly see the relative intensity of each of the four styles.

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

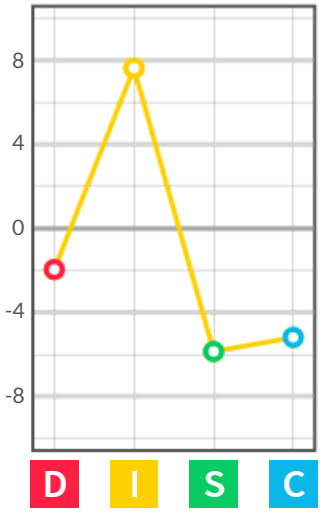


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Your DISC Graphs

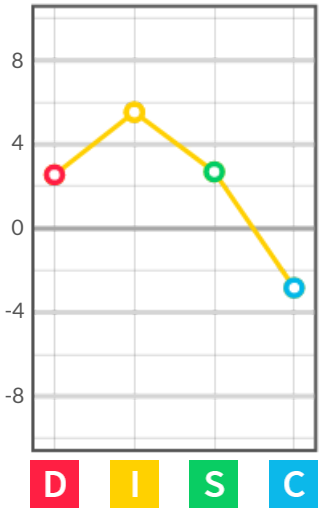
Below are your three DISC graphs and the meaning of each graph.

"Public Self"
(mask)



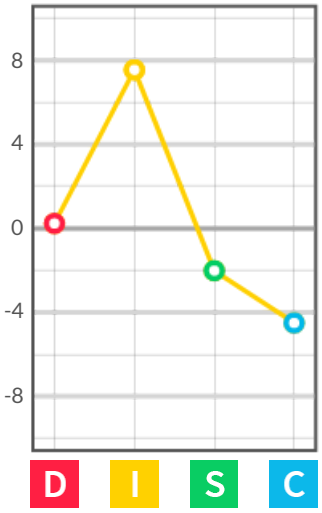
This graph displays the you others see. It reflects how you perceive the demands of your environment, and your perception of how you believe others expect you to behave.

"Private Self"
(core)



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.

"Perceived Self"
(mirror)



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.

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Action Plan

Tom'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.

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

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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:

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