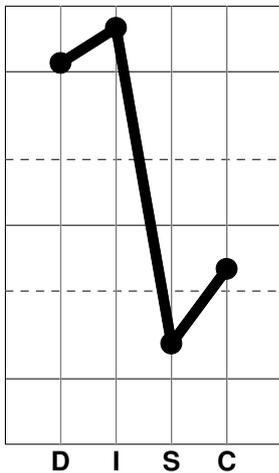


Private and Confidential

The **DISC** Personality Profile

Assessment report for:

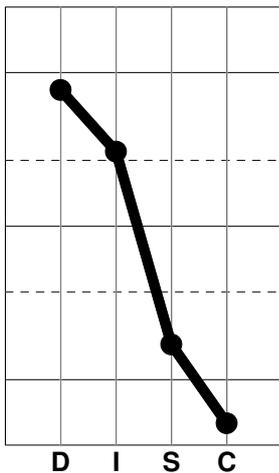
Foresight Sample



Internal Profile

The Internal Profile reflects the candidate's true motivations and desires. This is the type of behaviour that often appears outside a working environment, or when an individual is placed under pressure.

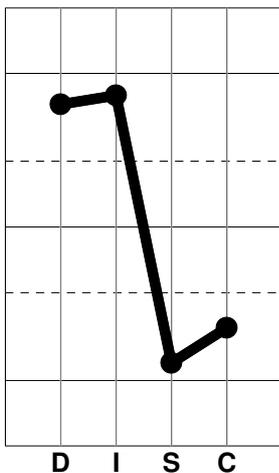
- Dominance:** 87%
- Influence:** 95%
- Steadiness:** 23%
- Compliance:** 40%



External Profile

The External Profile describes the candidate's perception of the type of behaviour they should ideally project. This shape usually represents the type of behaviour that an individual will try to adopt at work.

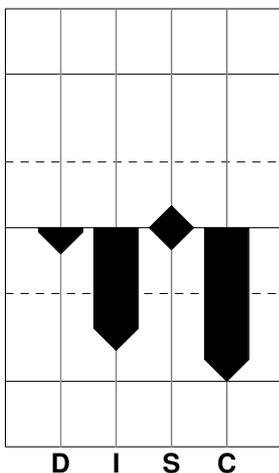
- Dominance:** 81%
- Influence:** 67%
- Steadiness:** 23%
- Compliance:** 5%



Summary Profile

In reality, candidates will usually act in ways consistent with elements from both profiles. The Summary Profile is a combination of the other two graph shapes, describing a person's likely normal behaviour.

- Dominance:** 78%
- Influence:** 80%
- Steadiness:** 19%
- Compliance:** 27%



Shift Pattern

The Shift Pattern graph shows the changes between the candidate's Internal and External Profiles, and so highlights the adaptations the candidate is making to their character.

- Dominance:** Down by 6%
- Influence:** Down by 28%
- Steadiness:** No change
- Compliance:** Down by 35%

Trait Analysis

Strong Traits

Strong Traits are traits that are particularly well represented in an individual's typical behaviour. This candidate's profile indicates the following strong traits:

- ◆ Assertiveness
- ◆ Enthusiasm
- ◆ Self-Motivation
- ◆ Self-Confidence
- ◆ Independence

Weak Traits

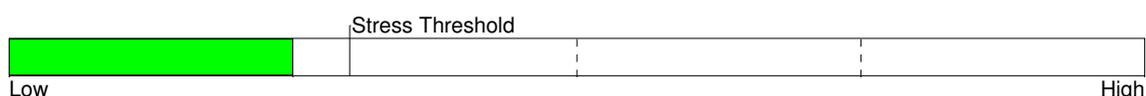
Weak Traits are traits that are not normally seen, or at least are not well represented. This candidate's profile indicates the following weak traits:

- ◆ Thoughtfulness
- ◆ Patience
- ◆ Accuracy
- ◆ Cooperativeness
- ◆ Technical Potential

Simulated Traits

Simulated Traits are traits that are not present in a candidate's underlying behavioural pattern, but are being simulated to meet the needs of the current condition. This candidate's profile indicates that they are simulating the trait of **Persistence** at present.

Stress Analysis



While this candidate's stress level is not particularly high, it is beginning to reach levels where it might have some impact on their performance. They are sufficiently assertive and resilient to deal effectively with this stress, however, and even apply it as a source of motivation. The stress level shown is unlikely to be directly related to their work, but is more likely to stem from factors in their home life, or in their lifestyle in general.

Notes:**Overview**

The driving forces behind this person's assertive and confident approach are the need for success, and the social approval of other people. Motivated, energetic and enthusiastic, his social orientation means that he can be expected to possess strong interpersonal skills, while his more driving side demands success and achievement. He is impatient and direct, putting forward his ideas easily and possessing an open style in emotional and personal terms.

The impatient, demanding side of his personal style can lead him to act impulsively or instinctively at times, or to make a decision before all necessary facts are available. He has a tendency to disregard matters of detail or research, regarding these as tasks best left to other behavioural types.

Behavioural Adaptation

This person's behavioural adaptation describes movements more related to avoiding inappropriate actions at work than making positive modifications to his style. His adaptation seems to be primarily aimed at displaying less dependence on other people; he is not only less concerned about others' opinions of him in the working environment, but also shows a correspondingly greater willingness to act independently, without waiting for confirmation of his intentions by management.

Advantages

This highly competent communicator possesses both an enthusiastic, personable style and an ability to state a point directly. He enjoys working on a positive social level, and can be charming and pleasant to associate with, but this does not mean that he lacks the ability to confront a situation where necessary. The combination of social skill with the confidence to take control of a situation makes this person particularly effective in positions requiring the control or co-ordination of other people.

Disadvantages

This person is an active individual, who seldom doubts his actions, and not unusually fails to consider the consequences before committing himself to a course of events. His dynamic, fast-paced style makes it difficult for him to accept situations requiring more patient handling, and he does possess a tendency to act simply for the sake of action.

Communication Style

This person combines a socially extrovert element with a more direct and assertive side. In practice, this will usually mean that he is an effective and open communicator as long as a situation remains free of conflict or pressure, but that he is quite capable of switching to a more demanding and direct approach when necessary. This less friendly side is also seen in particularly formal situations.

There is a strongly dominant side to his character, in both personal terms and in the wider sense that he likes to feel in control of a situation; this dominance will often manifest itself in his relationships with others. He is demanding and difficult at times, but the problems that these attitudes can cause are modified by the fact that he is also capable of open, even warm, behaviour at other times.

Decision Making

This person's position, in both an organisational and a social sense, is extremely important to him, and he values the decision-making process as a way of advancing or consolidating that position. He reaches conclusions quickly, mixing an instinctive element with more rational considerations, and is extremely effective in ensuring that, once reached, his decisions will be carried out.

Organisation And Planning

A self-motivated individual with an urgent pace and largely instinctive approach to life, this person will not normally take time to consciously plan his actions unless the potential consequences are very great. Those plans that he does make will generally be short-term in nature, and he feels little compunction about changing his mind halfway through a project.

Motivation

This person can be characterised as driving, assertive and openly communicative. His sense of motivation comes primarily from the opportunity to exercise these elements of his style. He will want to feel that he is able to act independently, according to his own view of a situation, without being bound by what he sees as unnecessary constraints.

One of the this person's strengths is his ability to motivate himself and those around him. For this reason, he is often at his best in a position of leadership, or at least in a role where he can directly influence events.

Style of Management Required

This person has an exuberant and dynamic character, and he will naturally wish to express this in his style of work. His independent nature means that he will not tend to look to management for direction, but instead will prefer to use his own personal approach to his work. Such self-reliant independence of management can be a significant advantage in some working environments, but may be a disadvantage in others.

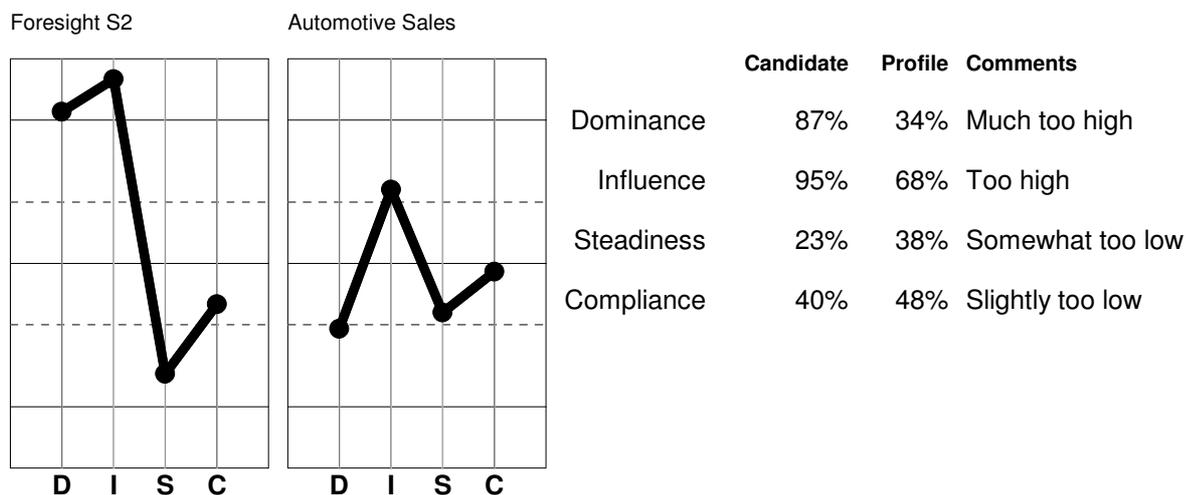
If he is working within an organisation that requires a more compliant, controlled approach, then this person's manager will need to expend considerable energy and time helping him to apply the necessary self-discipline.

Automotive Sales (Sales)

This Specific Job Match analysis has been compiled in **Recruitment** Mode, and is suitable for matching the candidate's behavioural style against a role different from that which they currently fill.

In terms of their behavioural profile, this candidate would be **unsuitable** for this role, with a match score of **47%**.

Graph Comparison



Trait Comparison

Strengths For This Job:

The candidate has no significant strengths in relation to this role.

Weaknesses For This Job:

- ◆ Undue forthrightness
- ◆ Too ambitious
- ◆ Lack of patience
- ◆ Tendency to act impulsively
- ◆ Reluctance to work cooperatively with others
- ◆ Too ready to appear aloof
- ◆ Tendency to become over-enthusiastic
- ◆ Tendency to act instinctively
- ◆ Over-confidence
- ◆ Lack of attention to detail