

KCC - DISC - Personality Profile Report

for

John Sample



Provided by:

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Words that Best Describe John



- Communicative
- Excitable
- Independent
- Persuasive
- Confident
- Decisive
- Mobile
- Polished
- Exaggerative
- Enthusiastic
- Competitive
- Determined
- Verbal
- Driving
- Demanding
- Outgoing
- Self-Confident
- Optimistic
- Imaginative
- Talkative

Please keep in mind these words may describe you more or less depending on the situation. If you feel that some of the words above describe you very well, then circle them. If you feel like some of the words do not describe you well, simply cross them out. This information is usually 85-95% accurate, but you are welcome to mark it up to match your unique personality style.

This report is NOT meant to label you! It is designed to HELP you UNDERSTAND and DISCover yourself. You can enjoy your unique personality and your strengths!

John's Strengths



The following section describes John's strengths based on the **I/D** personality blend. These strengths represent qualities resulting from blending the D, I, S and C personality traits. Remember, everyone is a unique blend of all four styles. In other words, everyone has some of each of the four major personality styles.

Influencing and Directive:

John is able to provide direction, while accomplishing various tasks through people. John tends to be influential and directive when it comes to empowering others to accomplish tasks. John will usually maintain an aggressive pace while working towards a goal.

Fast Paced and Directive:

John tends to goal oriented, yet focused on quickly accomplishing tasks through people. John will often develop a quick approach that looks at the end result. John enjoys providing direction and coaching in a team environment in order to get results.

John's Keys to Excellence



The following section describes John's keys to maintain balance and excellence in life based on the dynamics of the **I/D** personality blend. These keys are important in adapting to the needs and perspective of others. Practicing these insights will cultivate teamwork, productivity, harmony and understanding with others.

Be Clear With Directions

Be clear with others when you communicate any directions. Team members will be more productive when they understand how to accomplish the goal.

Adjust Your Pace

You may need to adjust your pace when others are not ready or able to move quickly. Remember that many people are not comfortable with a fast pace.

Listen to Really Communicate

Allow yourself to just listen and concentrate on others in order to build trust and respect. You will be communicating that you care and causing people to want to be around you even more.

Ask, "What do they need?"

When talking with another person, ask yourself, "what do they need?" You will be more effective in communication when you put yourself in their shoes.

John as a Team Member



John's Main Strength:

You are great at being a visionary and influencing others with persuasion and positive interaction.

Main Motivation: Expressing free-spirited energy, maintaining independence

Individual Talents and Gifts: Friendly approach, optimistic outlook

Value as a Team Member: Openness to pioneering efforts, enthusiasm in selling and motivating others

Ideal Environment: Varied activities involving people, freedom from details

Key to Motivate: Public praise and recognition; excitement; active participation on the team; feedback on performance; opportunity to develop people and organizations; optimistic coworkers

Keys to Manage: While working with others: I/D style blends need to focus on results and productivity; people to associate and work with; to handle routine paperwork more efficiently; to concentrate on tasks rather than socializing; you cannot make everyone happy

How You Act Best Under Pressure (your perception): A motivator; good communicator; charming; winsome; delightful; attracting others

How Others *May* MISUNDERSTAND and MISREAD Your Actions Under Pressure (if they do not understand you): Self-advancing; self-serving; "pushy;" unrealistic; driven; poor listener

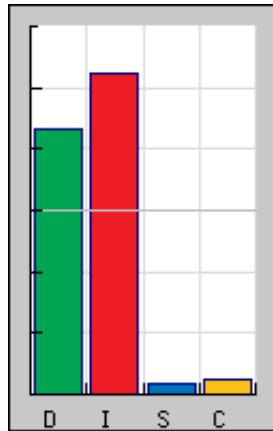
Things to be aware of (possible blind spots): Connecting past events and commitments with current events

Complementary Personality Styles: S/C, C/S, D/C, C/SD

Personality Graphs for John

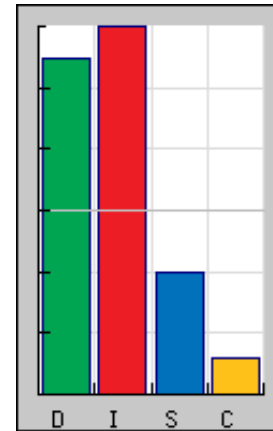


**Graph I
Environment Style**



72 87 3 4

**Graph II
Basic Style**



91 100 33 10

Very High

High

Average Above
-- Mid-line --
Average Below

Low

Very Low

Graph I on the left reflects your Environment Style - how you respond in your environment.

This graph indicates the behavior that others are most likely to observe. The higher the graph level for each of the 4 traits, the more that trait is evident in your environment. The environment graph is based on characteristics that each person tends to demonstrate in his or her outward environment.

Graph II on the right reflects your Basic Style - the real you and the traits that make you the most comfortable.

Traits that are higher on the graph are behaviors that feel natural to you. Traits that are lower on the scale are areas that you prefer less or are less comfortable for you. The basic style graphs is based on characteristics that each person tends to demonstrate more consistently.