

DISC Profile Analysis Summary

HIGH factors – on or above the centre line of the graph				
	Dominance	Influence	Steadiness	Compliance
	Power 23%	People 27%	Pace 42%	Policy 8%
	Active	Active	Passive	Passive
Descriptive Adjectives	Driving Competitive Forceful Inquisitive Self-starter Assertive	Influential Persuasive Friendly Verbal Communicative Positive	Dependable Deliberate Amiable Persistent Good listener Kind	Compliant Careful Systematic, logical Precise Accurate Perfectionist
Motivator	Power and Authority	Public praise and recognition	Security	Standard operating procedures
Basic Fear	Failure	Rejection	Insecurity	Conflict
Management Style	Directing	Motivating	Organising	Rule enforcement
Value to organisation	Driving for results	Influencing people to act positively and favourably	Steadiness in performing work in consistent and predictable manner	Compliance with policy and standards to avoid error and conflict
Communication style	Telling	Selling	Listening	Writing
Observable behaviour	Hurried, late, impatient, impulsive, takes over, blunt, challenges, strong, assertive, strong eye contact, restless, fidgety, dislikes detail, office is disorganised	Enthusiastic, dislikes detail, positive and verbal, impulsive, strong handshake, friendly, social, open, courteous relaxed in company, hand and body movement, talks about feelings	Methodical, content organised, friendly thorough, good listener, sincere, not flamboyant, dress for comfort, courteous, relaxed, Manages the status quo, warm, kind	Prepared, organised, unhurried, neat, disciplined, systematic, detailed, logical, precise, aware of policy, writes rather than talks, diplomatic, avoids eye contact
LOW factors – below the centre line of the graph				
	Passive	Passive	Active	Active
Descriptive Adjectives	Mild Mannered Low decision need Non demanding Accommodating	Reserved Reflective Suspicious Probing Serious	Mobile Alert Active Restless Demonstrative	Firm Stubborn Strong willed Independent
Key Characteristics	Stands back and does not rush decisions (Passive)	Goes on facts, figures, not feelings (Passive)	Likes to juggle many tasks at the same time	Likes to do things their own way

DISC Personality Assessment

In just 8 minutes PPA provides an accurate insight into how you behave at work, answering questions such as:

- What are your strengths and limitations?
- How do you communicate?
- Are you a self starter?
- What motivates you?
- What demotivates you?
- What do you do best
- What should you avoid
- What are your stressors

We are offering DISC Personality Assessments at **25%** off the current list price.

Usually they retail at £178 + VAT

On offer to you for next 7 days at

£133.50 + VAT

This includes:

- A one hour interview
- Full report plus graphs
- List of motivators and demotivators
- Insights into your leadership style
- Ideas as to personal development
- Possible areas of conflict
- Insights into how to resolve them

Call us now on 0117 317 8147 or email us on robh@businesscopilot.co.uk to find out more or to book your DISC Personality Assessment