

Workplace Profile

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Introduction

WHAT IS EVERYTHING DiSC®?

Alex, have you ever wondered why connecting with some people is easier for you than with others?

Maybe you've noticed that you relate better to colleagues who focus more on teamwork and providing support.

Or, maybe you're more comfortable working with those who take a more easy-going approach than those who approach every task with intensity.

Or, perhaps you relate best to people who are more diplomatic than forceful.

Welcome to Everything DiSC Workplace®. The DiSC® model is a simple tool that's been helping people to connect better for over thirty years. This report uses your individual assessment data to provide a wealth of information about your workplace priorities and preferences. In addition, you'll learn how to connect better with colleagues whose priorities and preferences differ from yours.

CORNERSTONE PRINCIPLES

- All DiSC styles and priorities are **equally valuable** and everyone is a blend of all four styles.
- Your work style is also influenced by **other factors** such as life experiences, education, and maturity.
- **Understanding yourself** better is the first step to becoming more effective when working with others.
- Learning about **other people's DiSC styles** can help you understand their priorities and how they may differ from your own.
- You can improve the quality of your workplace by using DiSC to build more **effective relationships**.

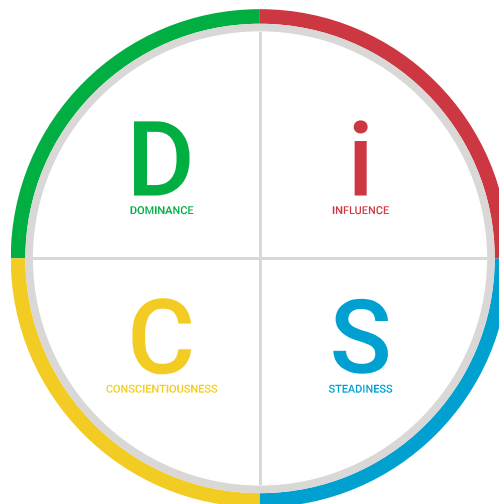
OVERVIEW OF THE DiSC MODEL

Dominance

- Direct
- Firm
- Strong-willed
- Forceful
- Results-oriented

Conscientiousness

- Analytical
- Reserved
- Precise
- Private
- Systematic



Influence

- Outgoing
- Enthusiastic
- Optimistic
- High-spirited
- Lively

Steadiness

- Even-tempered
- Accommodating
- Patient
- Humble
- Tactful

Your DiSC[®] Overview

YOUR DOT

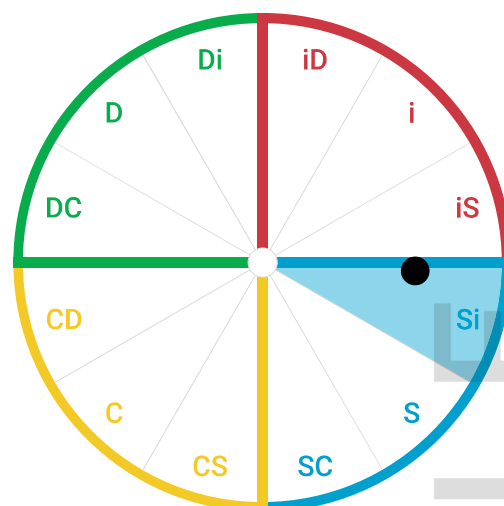
This report is personalized to you, Alex. In order to get the most out of your *Everything DiSC Workplace[®] Profile*, you'll need to understand how to read your personal map.

As you saw on the previous page, the Everything DiSC[®] model is made up of four basic styles: D, i, S, and C. Each style is divided into three regions. The picture to the right illustrates the 12 different regions where a person's dot might be located.

Your DiSC[®] Style: Si

Your dot location shows your DiSC[®] style. **Because your dot is located in the S region but is also near the line that borders the i region, you have an Si style.**

Keep in mind that everyone is a blend of all four styles, but most people tend strongly toward one or two styles. Whether your dot is in the center of one style or in a region that borders two, **no dot location is better than another.** All DiSC styles are equal and valuable in their own ways.



CLOSE TO THE EDGE OR CLOSE TO THE CENTER?

A dot's **distance from the edge** of the circle shows how naturally inclined a person is to encompass the characteristics of his or her DiSC style. A dot positioned toward the edge of the circle indicates a strong inclination toward the characteristics of the style. A dot located between the edge and the center of the circle indicates a moderate inclination. And a dot positioned close to the center of the circle indicates a slight inclination. A dot in the center of the circle is no better than one on the edge, and vice versa. **Your dot location is about halfway between the edge of the circle and the center, so you are moderately inclined and probably relate fairly well to the characteristics associated with the Si style.**

WHAT'S NEXT?

Now that you know more about the personalization of your Everything DiSC Workplace Map, you'll read more about what your dot location says about you. Then you'll learn about your personal map shading and priorities, and discover how this affects your preferences. After that, you'll learn some basics about the other DiSC styles and how to use that information to connect better with everyone in your workplace.

Your Si Style

YOUR DOT TELLS A STORY

Because you have an Si style, Alex, you're probably a friendly person who reaches out to others with your warmth and sincerity. You tend to be empathic, and you're likely driven by a desire to like and be liked. You're quick to offer a smile, and you make an effort to get to know people personally.

You're probably a service-oriented person who enjoys meeting the needs of other people and working quietly behind the scenes. Furthermore, you want to be helpful, so you often take extra time to listen to people's problems. However, you're usually able to balance your own needs as well when trying to accommodate others.

Most likely, you're genuinely interested in what people have to say, and you may spend more time listening than speaking. Because you want to connect, you make it clear to others that their feelings are important to you. You may even file away important details about those you work with, such as birthdays or tidbits about their families. You tend to be tactful, and you choose your words carefully to avoid any miscommunication.

Because you appreciate a calm environment, you may be uncomfortable with rapid, unpredictable change, and you probably assume that rules and traditions exist for a reason. In addition, you may sometimes hesitate to move ahead with bold plans if you're unsure that everyone is on board. However, because you're also willing to go with the flow, forceful or passionate colleagues may be able to convince you to support their more adventurous ideas.

Like others with the Si style, you seek the approval of others, and you're concerned about letting people down. As a result, you may strive to meet everyone's expectations, and you probably feel bad if you think someone is disappointed with you. At the same time, you want to know when you have done a good job, and while you probably don't seek out public recognition, you do appreciate genuine praise.

Because you tend to be accepting, you may demonstrate loyalty to individual coworkers and your workplace. You're probably able to overlook people's personality quirks and weaknesses. However, you may have found that you can get yourself into trouble by trusting people who don't deserve it.

Since you enjoy being cooperative, others may see you as a valuable team player. Most likely, you believe that well-orchestrated teamwork leads to superior results. Competitive situations aren't really your style, and you probably find it a bit hard to understand people who seem most interested in individual accomplishments.

Because of your need for harmony, you're unlikely to confront others in conflict situations, and you don't respond well to aggression. In fact, you may refuse to deal with negative information even when it's important to do so, and as a result, situations may drag on without resolution. Although you tend to keep an even keel, suppressing your frustration during tense moments may prove counterproductive, causing bitterness to simmer beneath the surface. Still, you often prefer the role of peacemaker, trying to find solutions that work for everyone.

Alex, like others with the Si style, your most valuable contributions to the workplace may include your commitment to teamwork, your empathy, and your ability to connect with others. In fact, these are probably some of the qualities that others admire most about you.



Shading & Priorities

YOUR SHADING EXPANDS THE STORY

Alex, while your dot location and your DiSC® style can say a great deal about you, your map **shading** is also important.

The eight words around the Everything DiSC map are what we call **priorities**, or the primary areas where people focus their energy. The closer your shading comes to a priority, the more likely you are to focus your energy on that area. Everyone has at least three priorities, and sometimes people have four or five. **Having five priorities is no better than having three, and vice versa.**

Typically, people with the Si style have shading that touches Collaboration, Support, and Enthusiasm. Your shading stretches to include Action and Accuracy, which isn't characteristic of the Si style.



WHAT PRIORITIES SHAPE YOUR WORKPLACE EXPERIENCE?

Valuing Collaboration

Alex, because you value friendly cooperation, you find it motivating to work on a team. In fact, you probably have a knack for bringing people together and making everyone feel included. Most likely, you see the benefit in acknowledging others' opinions, and you may feel disconnected from people who prefer to work independently. You believe collaboration helps create a warm, cohesive environment.

Giving Support

People with the Si style tend to be caring and compassionate. You probably find it upsetting when others are distressed or unhappy. Most likely, you want people to find you approachable, and you're always willing to offer help or listen patiently. Because a warm, sympathetic environment is important to you, you focus on giving support whenever it's needed.

Generating Enthusiasm

Like others with the Si style, you're probably cheerful and optimistic, even when faced with adversity. You like to appear upbeat and open, and you probably want the people around you to keep a positive outlook as well. For this reason, you tend to assume the best in people instead of dwelling on their flaws. Because it's important to you to create a happy and lighthearted environment, you focus on generating enthusiasm.

Taking Action

Also, you appear to place a high value on swift, immediate progress, a characteristic that is unusual for the Si style. You probably prefer to get going right away, and you may become impatient with obstacles that stand in your way. You're unlikely to be intimidated by rapid change or the need to improvise. Once you've chosen a course of action, you tend to stick to it and keep moving.

Ensuring Accuracy

You also tend to prioritize quality results and objective facts, which is a bit unexpected for someone with the Si style. Because you often focus on precision, you may be uncomfortable with vague or ambiguous ideas. Not only do you want to get things done, but you want to get them done right. As a result, you probably consider your options carefully before pursuing any course of action.

Motivators & Stressors

WHAT MOTIVATES YOU?

Different people find different aspects of their work motivating. Like other people with the Si style, you probably appreciate opportunities to get to know others on your team and work with them toward a shared goal. Most likely, you have a strong preference for supportive, trusting environments where people pay attention to each other's needs and provide encouragement. However, you may also enjoy an energetic environment that still allows you to focus on precision, and this is less typical of the Si style.

You probably enjoy many of the following aspects of your work:

- Collaborating with coworkers
- Making a positive difference in people's lives
- Being complimented on a job well done
- Developing relationships with others
- Being around people who are lively and cheerful
- Getting things moving
- Initiating change
- Emphasizing accuracy and precision
- Catching errors or flaws in design



WHAT IS STRESSFUL FOR YOU?

Then there are those aspects of your work that are stressful for you. Because you tend to value relationships and harmony, you may find it particularly difficult to work with people who are too pushy or critical. Having to fight to make your voice heard or your needs considered may drain your energy. And because conflict can make you uncomfortable, you may find it difficult to confront others with tough feedback, even when it's necessary. At the same time, unlike others with the Si style, you may become irritated if you feel people are wasting your time, and it may be stressful for you if you're not allowed to achieve the precision you value.

Many of the following aspects of your work may be stressful for you:

- Saying no
- Dealing with angry or argumentative people
- Giving unpleasant feedback
- Being forceful or insistent with others
- Working in a tense or chaotic environment
- Moderating your quick pace
- Working methodically toward long-term goals
- Making decisions without time for analysis
- Being wrong or unprepared

Overview of DiSC®

The graphic below provides a snapshot of the four basic DiSC® styles.

