

DiSC Profile for

In 1928, a Harvard trained psychologist working at Columbia University, **William Moulton Marston**, Ph.D. invented the **DISC Assessment**.

DISC is an acronym for:

Dominance – relating to control, power and assertiveness.

Influence – relating to social situations and communication.

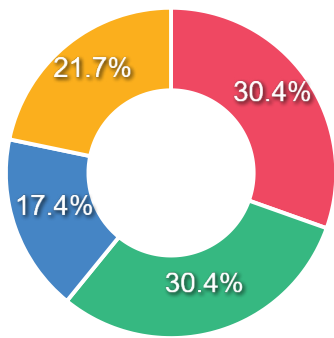
Steadiness – relating to patience, persistence, and thoughtfulness.

Compliance – relating to structure and organization.

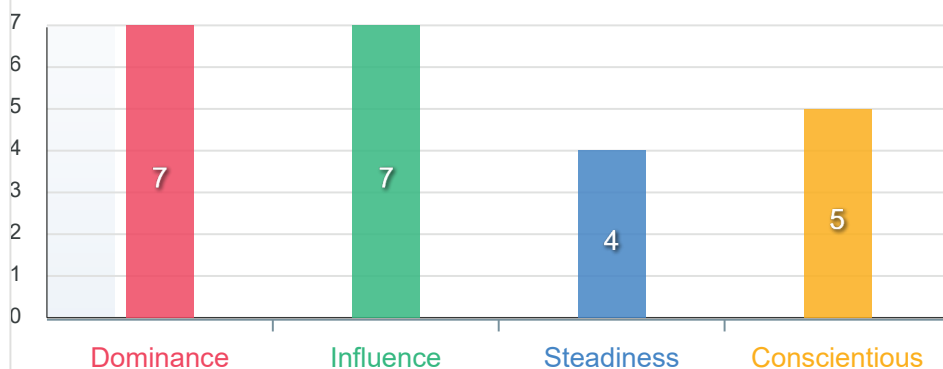
The assessment asks how you would respond in a number of situations to identify your behaviour, but also incorporates the fact that people exhibit different styles in different environments. Every profile has its own strengths and weaknesses and all are equally capable of success in their own fields. A DISC Assessment is not a test, so it is impossible to fail !



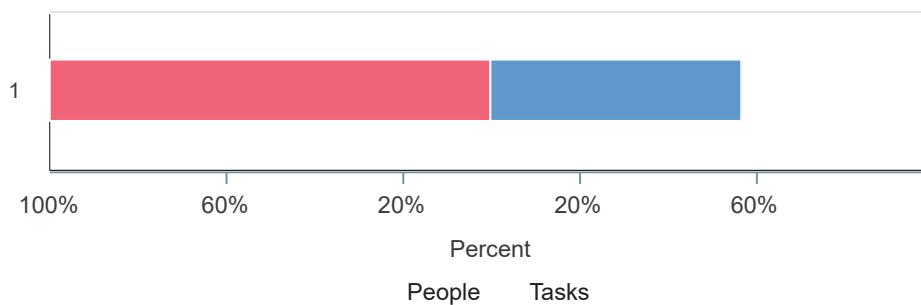
Your DISC Chart



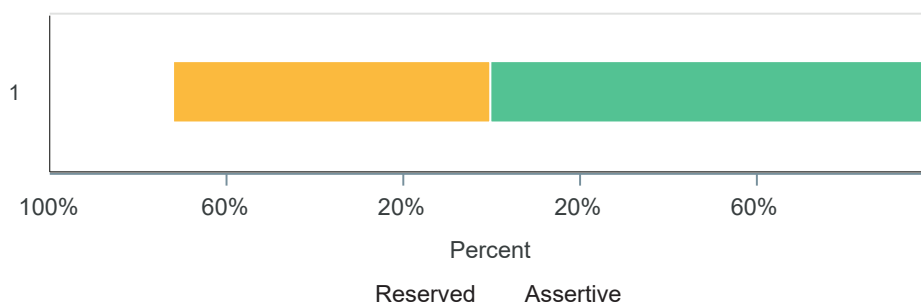
● Dominance	7
● Influence	7
● Steadiness	4
● Conscientious	5



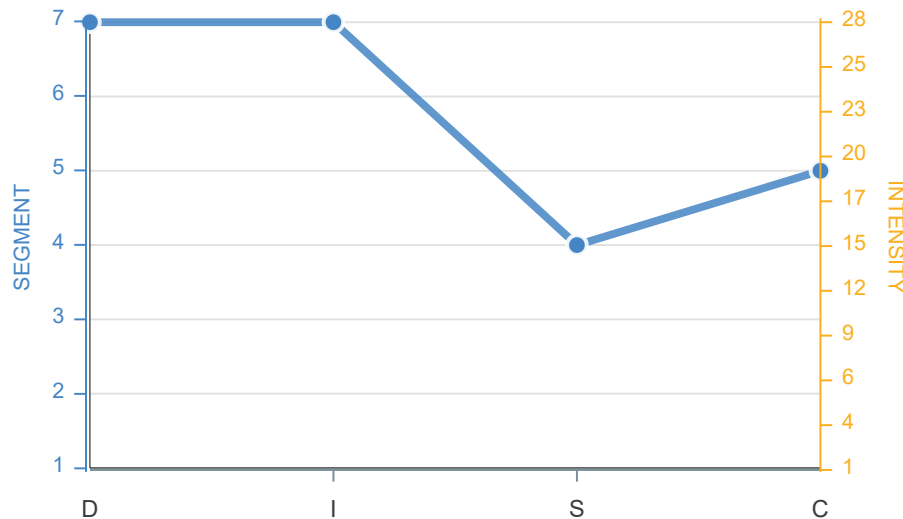
People vs. Tasks



Reserved vs. Assertive



DISC Profile Pattern for Ravinder Mallik



APPRAISER

Emotions: is driven to look good Goal

Goal: "victory" with flair

Judges others by: ability to initiate activities

Influences others by: competitive recognition

Value to the organization: accomplishes goals with the team

Overuses: authority, ingenuity

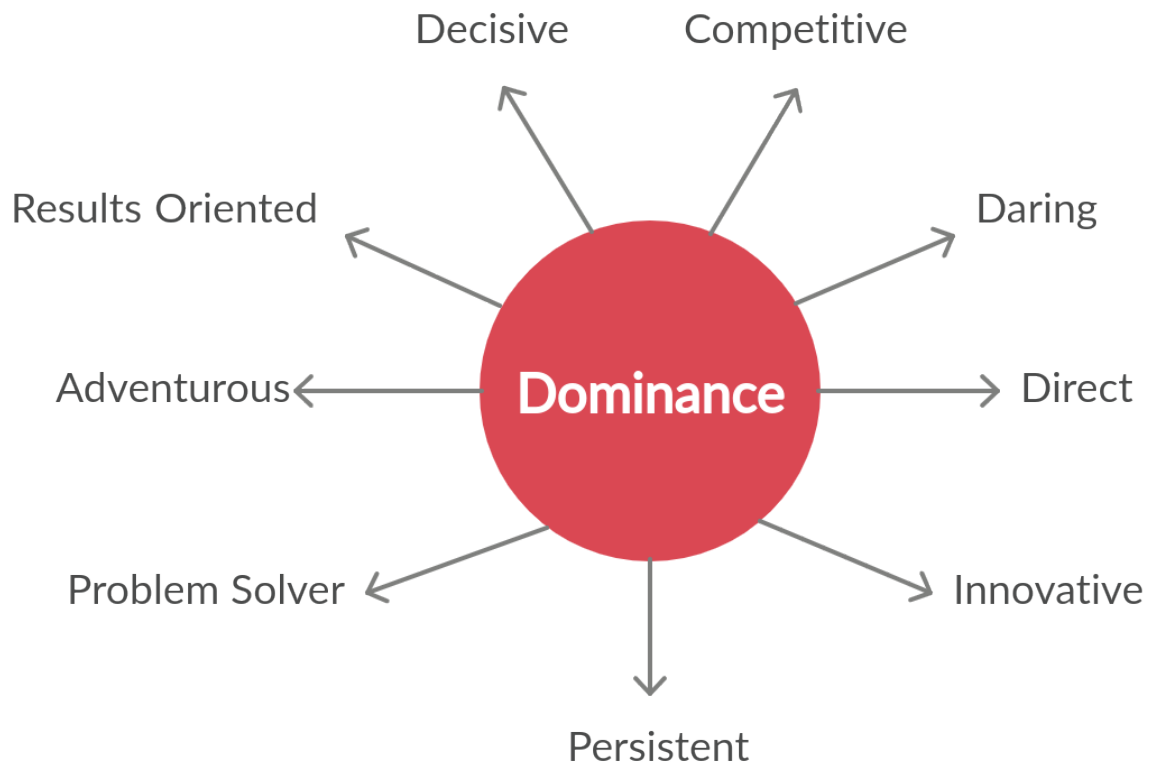
Under pressure: becomes restless, critical, impatient

Fears: "loss" or "failure": others' disapproval

Would increase effectiveness through: individual follow-through; empathy when showing disapproval; steadier pace

"Appraisers make creative ideas serve practical purposes. They use direct methods to accomplish results. Appraisers are competitive, but other people tend to view them as assertive rather than aggressive because Appraisers are considerate of others. Instead of giving orders or commands, Appraisers involve people in the task through persuasion. They elicit the cooperation of those around them by explaining the rationale for the proposed activities. Appraisers help others to visualize the steps needed in order to accomplish results. Appraisers usually speak from a detailed plan of action that they have developed in order to ensure an orderly progression toward results. In their eagerness to win, Appraisers can become impatient when their standards are not maintained or when extensive follow through is required. Appraisers are good critical thinkers. They are verbal in their criticisms and their words occasionally may be caustic. Appraisers have a better control of the situation if they relax and pace themselves. A helpful axiom to achieve this is, 'You win some, you lose some.'"

BEHAVIOUR DESCRIPTOR



Directness and Openness of each style

Style	Tendencies
Dominance	Tends to be direct and guarded

Pace and Priority of each style

Style	Tendencies
Dominance	Fast-paced and Task-oriented

DEEPER LOOK

	High Dominant Style
Tends to Act	Assertive
When in Conflict, this Style	Demands Action
Needs	Control
Primary Drive	Independence
Preferred Tasks	Challenging
Comfortable with	Being decisive
Personal Strength	Problem solver
Strength Overextended	Preoccupation on goals over people
Personal Limitation	Too direct and intense
Personal Wants	Control, Variety
Personal Fear	Losing
Blind Spots	Being held accountable
Needs to Work on	Empathy, Patience
Measuring Maturity	Giving up control
Under Stress May Become	Dictatorial Critical

Measures Worth
by

Impact or results
Track record

COMMUNICATING WITH Ravinder Mallik

Dominance Characteristics	So You Should...
Concerned with being #1	Show them how to win, new opportunities
Think logically	Display reasoning
Want facts and highlights	Provide concise data
Strive for results	Agree on goal and boundaries, the support or get out of their way
Like personal choices	Allow them to “do their thing,” within limits
Like changes	Vary routine
Prefer to delegate	Look for opportunities to modify their workload focus
Want others to notice accomplishments	Compliment them on what they’ve done
Need to be in charge	Let them take the lead, when appropriate, but give them parameters
Tendency towards conflict	If necessary, argue with conviction on points of disagreement, backed up with facts; don’t argue on a “personality” basis

The first step to building stronger communication is awareness. By identifying how we are similar and different, we can make cognitive choices when interacting to create stronger, more engaged relationships.

TO MODIFY DIRECTNESS AND OPENNESS

CharacteristicsDIRECT/INDIRECT		GUARDED/OPEN
Dominance	With D's DIRECT	With D's GUARDED
	Maintain Directness <ul style="list-style-type: none">• Use a strong, confident voice• Use direct statements rather than roundabout questions• Face conflict openly, challenge and disagree when appropriate• Give undivided attention	Maintain Openness <ul style="list-style-type: none">• Get Right to the Task, address bottom line• Keep to the Agenda• Don't waste time• Use businesslike language• Convey Acceptance• Listen to their suggestions

TO MODIFY PACE AND PRIORITY

CharacteristicsPACE		PRIORITY
Dominance	With D's FASTER	With D's TASK
	Maintain Pace <ul style="list-style-type: none">• Be prepared, organized• Get to the point quickly• Speak, move at a faster pace• Don't waste time• Give undivided time and attention• Watch for shifts in attention and vary presentation	Maintain Focus <ul style="list-style-type: none">• Get right to the task• Provide options and let them decide• Allow them to define goals and objectives• Provide high-level follow up

Adapting in Different Situations

DOMINANT STYLE

AT WORK

Help them to:

- More realistically gauge risks
- Exercise more caution and deliberation before making decisions
- Follow pertinent rules, regulations, and expectations
- Recognize and solicit others' contributions
- Tell others the reasons for decisions
- Cultivate more attention/responsiveness to emotions

IN SOCIAL SETTINGS

Help them to:

- Let them know that you don't intend to waste their time
- Convey openness and acceptance of them
- Listen to their suggestions
- Summarize their achievements and accomplishments
- Give them your time and undivided attention
- Appreciate and acknowledge them when possible

IN SALES AND SERVICE

Help them to:

- Plan to be prepared, organized, fast-paced, and always to the point
- Meet them in a professional and businesslike manner
- Learn and study their goals and objectives – what they want to accomplish, how they currently are motivated to do things, and what they would like to change
- Suggest solutions with clearly defined and agreed upon consequences as well as rewards that relate specifically to their goals
- Get to the point
- Provide options and let them make the decision, when possible

IN LEARNING ENVIRONMENTS

Help them to:

- Likes to learn quickly; may be frustrated with a slower pace
- Has own internal motivation-clock, learns for their own reasons, not for anyone else's reasons
- May like to structure their own learning design
- Does okay with independent self-study
- Defines own goals
- May have a short attention span