



RESULTS REPORT FOR:

Sample Report



Contents

About Your Online Report	1
The Four Factors of IDISC™	2
ABOUT DISC	3
Your IDISC™ Profile	4
Your IDISC™ Profile	5
Ally, Architect, Coach and Detective	6
Diplomat, Entrepreneur, Expert and Innovator	7
Mobilizer, Motivator, Opportunist, and Researcher	8
Sponsor and Strategist	9
Type vs. Anti-Type	10



WELCOME TO YOUR RESULTS!

Thank you for taking the IDISC™. You are now in a customized learning program based on your unique personality profile. It will help you understand your preferences, motivations and strengths, and will also familiarize you with each of the 14 types of people.

About Your Online Report

You have unlimited access to your online report. You can access this report with the following log-in information:

URL address: www.talentsmart.com/idisc/login/

Password: FVQDTNCCWPN8

Please remember the following as you move through your learning program:

You'll notice many places where you can click to get more information. Any time you see the brain symbol, you can click on it to learn more about what you are reading.



Anytime you see the movie reel, click on it to enjoy an activity that puts that concept in motion through clips from Hollywood movies, TV shows and historical events.



If you'd like to share your personality profile with someone, just click the "SHARE MY PROFILE" link at the top of any page and our system will do it for you.





Your learning program is available 24 hours a day. Use it to track goals and learn new pieces of information.



WHAT IS PERSONALITY?

Personality is the essence of a person's character, revealed in predictable patterns of inclinations and behavior. It's a collection of our motivations, needs, and preferences that—once understood—provides a blueprint to our strengths and weaknesses. Once you reach adulthood, your personality profile will change less than 1% over the rest of your lifetime.

Personality exists along four unique dimensions, or traits. Each trait represents needs that are important to everyone to some degree. Knowing which traits are predominant in you is the key to understanding your personality. The four personality traits are referred to as the "DISC?model, which is an acronym for a person's tendency to be Dominant, Interpersonal, Steady, or Conscientious.

THE FOUR FACTORS OF IDISC™		
Dominant	People high in the Dominant quality tend to be direct and assertive. They think independently, are ambitious and are effective at getting their own way. They are competitive and enjoy a challenge even when the odds are against them. Dominant people have a strong need to achieve and try to maintain a measure of authority and power over the environment in which they live and work.	 Watch Dominant in action!
Interpersonal	People high in the Interpersonal quality are entertaining and social. They like to participate in groups and will attempt to shape results through persuading others. Highly extroverted, these people have a friendly and outgoing personality. Their social style creates an urge to meet and talk with other people. They need to interact frequently with those around them, and they may even try to bring people who are less sociable together.	 Watch Interpersonal in action!
Steady	People high in the Steady quality are persistent and patient. They are supportive of others and are empathetic listeners. People high in Steady tend to take a measured, stable approach to life. They are patient and undemanding, often showing loyalty to those around them. They demonstrate a real interest in the problems and feelings of others, and are particularly capable of fulfilling support roles. The Steady individual's persistence helps them to stay focused on a task or assignment until it is completed.	 Watch Steady in action!
Conscientious	People high in Conscientious are interested in precision and accuracy. They like structure, details and facts, and they tend to regard tradition and etiquette as highly important. They tend to use a systematic approach to their activities, and will insist on the use of rules in order to manage or control their environments. Conscientious individuals will use understated or indirect approaches to managing conflict and may postpone taking action until it is absolutely necessary.	 Watch Conscientious in action!



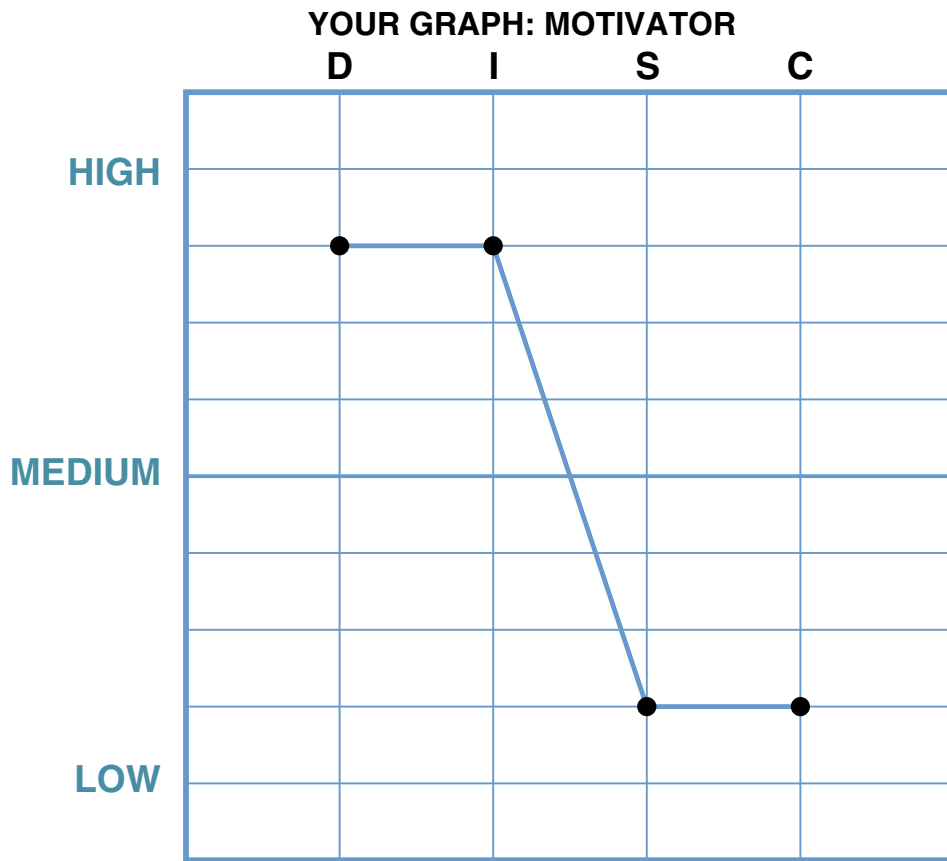
ABOUT DISC

The DISC model captures what people tend to think, feel, and do as a product of the inherent tendencies of their personality. DISC is the most widely used model of personality in the world today, with more than 50 million people having used it to discover the source of their strengths. The visual below provides a quick illustration of the differences between the four DISC personality traits. Along the vertical axes, the traits are distinguished by the general tendency to be active or reactive to things. That is, do I tend to act quickly when things change, or am I more likely to sit back and see how things play out first? Along the horizontal axes the traits are distinguished by the general tendency to focus more on tasks or people. Along each axis, we all lean unconsciously towards one trait or the other.



YOUR PERSONALITY TYPE

The graph below reveals the degree to which you possess each of the DISC personality traits: Dominant, Interpersonal, Steady and Conscientious.



There are 14 unique personality types, each based upon a combination of the four DISC personality traits. A detailed description of your personality type, the Motivator, follows. Whether your type is that of the Detective, Diplomat, Coach, or any of the 14, the name is not meant to indicate your profession. Rather, it's a single descriptive term that captures the essence of the unique strengths and challenges of your personality. Be sure to click on the movie reel below to watch your type come to life!



YOUR PERSONALITY TYPE: MOTIVATOR

You are sociable and charming and your "people skills" easily win people over. In difficult situations you are motivated by the desire to produce a satisfactory outcome for everyone involved, and you often reach this goal via your ability to speak to the needs of different perspectives. You place a high value on being liked by others, so naysayers are quick to dominate your attention. The Motivator is one of the most common profiles, as it is shared by 13% of the population. Famous Motivators include Ronald Reagan and Jesse Jackson.

Strengths:

- Bringing people together
- Demonstrating verbal skills
- Having charisma

Challenges:

- Setting limits with other people
- Managing your time
- Dealing with naysayers

How to make the most of your Motivator profile:

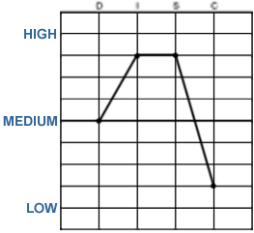

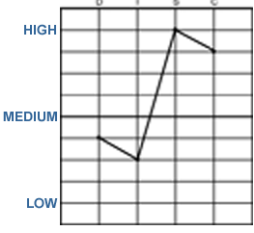

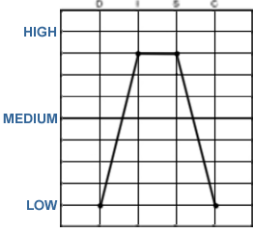

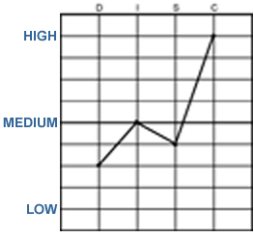

- Because of your sociability and charm, people are quick to view you as a friend. Don't be surprised when new acquaintances react this way.
- Build momentum around a task or project by using your well developed verbal skills to initiate team members and welcome them on board.
- People are motivated to work with you because of your natural instincts in knowing what drives them. Pay attention to the needs of your team members and use that understanding to foster loyalty.

Suggestions for connecting with a Motivator:

- Motivators are both affable and easy to flatter. Don't hold back your enthusiasm and affection.
- When team members aren't getting along, a Motivator and an Ally will make a good team to lead the group to resolution.
- When other people confuse you, ask a Motivator for guidance. The Motivator's insight will likely help you to understand where the other person is coming from.

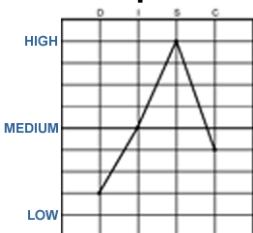

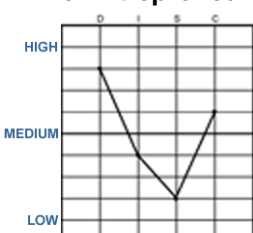



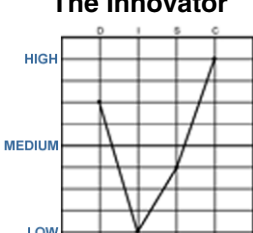



The 14 personality types provide a common language and understanding of how each of us responds to others, prefers to complete tasks, and manages time and energy. They are more than one word labels; they identify the most recognizable and useful differences between people. In this section, you'll learn the defining characteristics for each type and how often it's seen in the public at large. Study the ins and outs of the types for those people closest to you and you'll begin to see them in a whole new light. Click on the movie reel next to any type and watch it come to life with a movie-based activity.

<p>The Ally</p>  <p>5% of people</p>	<p>You value the quality of your relationships over most other things. You use your "people skills" to manage difficult situations and produce a satisfactory outcome for everyone involved. You go out of your way to make everyone feel appreciated. You place a high value on being accepted by others and you tend to take it personally if someone is rude to you.</p> <p>Strengths:</p> <ul style="list-style-type: none"> • Always willing to listen • Working in a team • Helping others 	 <p>Watch The Ally in action!</p>
<p>The Architect</p>  <p>13% of people</p>	<p>Your goal is to get something done right. You are thoughtful and have innovative ideas. You are analytical and purpose driven, which generally means that there is a well thought out reason behind every decision you make. You may need to be encouraged to speak out in certain situations. You enjoy a stable, structured environment and prefer to work with deadlines and have specific, clear expectations of work outcomes. You often take plenty of time to analyze information before making a decision.</p> <p>Strengths:</p> <ul style="list-style-type: none"> • Attention to detail • Quality of work produced • Organizational skills 	 <p>Watch The Architect in action!</p>
<p>The Coach</p>  <p>9% of people</p>	<p>You truly enjoy helping people even if it means delaying your own work tasks. You take time to aid others in developing their skills and strengths to their full potential. You value long-term meaningful relationships and other people appreciate your open door policy and sympathetic ear. You offer suggestions to problems when asked but ultimately let others make their own decisions. You are trusting and consistently look for and point out the good in others.</p> <p>Strengths:</p> <ul style="list-style-type: none"> • Understanding where others are coming from • Harnessing the potential in others • Building camaraderie 	 <p>Watch The Coach in action!</p>
<p>The Detective</p>  <p>9% of people</p>	<p>Accuracy is important to you in not only your own work, but also of those around you. Your skill in gathering facts and making decisions based on them serves you well in your career and in life. You take plenty of time to prepare before acting and clarifying and getting to the bottom of issues. You are a good logical thinker and can take in the whole picture when necessary.</p> <p>Strengths:</p> <ul style="list-style-type: none"> • Setting up standards and guidelines • Emphasis on the bottom line • Gathering data to make sound decisions 	 <p>Watch The Detective in action!</p>

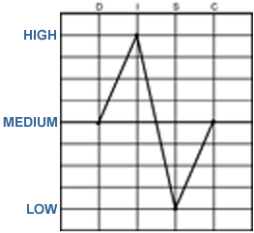

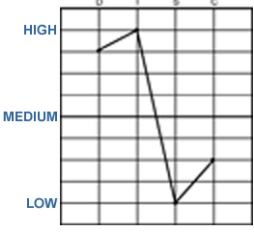

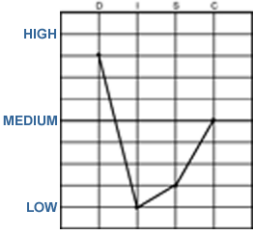

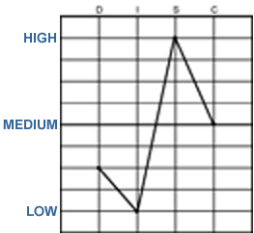



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<p>The Diplomat</p>  <p>9% of people</p>	<p>You are skilled at relating to almost any personality profile. You work best in a stable environment and are always considerate of those around you. You focus on respect as the foundation for every relationship and work hard to achieve it for yourself. You enjoy consistency and don't appreciate things being "sprung" on you. Your motto is "If it ain't broke, don't fix it".</p> <p>Strengths:</p> <ul style="list-style-type: none"> • Finding a working solution • Keeping the ball rolling • Modest nature 	 <p>Watch The Diplomat in action!</p>
<p>The Entrepreneur</p>  <p>7% of people</p>	<p>You constantly push boundaries. You push yourself and you expect others to do the same. You value variety in your work and value independence over most other things. You are bold and sometimes forceful if you believe in something.</p> <p>Strengths:</p> <ul style="list-style-type: none"> • Ability to "push the envelope" and get others to "think outside the box" • Persistence toward end results • Taking control 	 <p>Watch The Entrepreneur in action!</p>
<p>The Expert</p>  <p>6% of people</p>	<p>You are your toughest critic. You do a good job of keeping yourself on task and making sure you produce quality work on time. You are very knowledgeable in many areas and enjoy discussing and debating topics of interest. You are casual and cool-headed. In addition to fervently working to improve yourself, you also have a need to help others develop their skills.</p> <p>Strengths:</p> <ul style="list-style-type: none"> • Picking things up quickly • Problem-solving skills • Driven and self-motivated 	 <p>Watch The Expert in action!</p>
<p>The Innovator</p>  <p>3% of people</p>	<p>You love to get those creative juices flowing. You adapt to change well and have a vision for the future and the way things should be. You are constantly thinking of new ways to look at and interpret things, but you see them through to the end. You take pride in achieving results.</p> <p>Strengths:</p> <ul style="list-style-type: none"> • Can easily jump from one task to another • Taking ideas and making them work • Energized by creativity 	 <p>Watch The Innovator in action!</p>

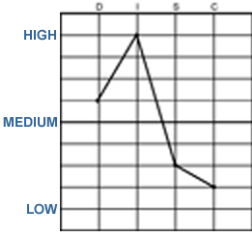

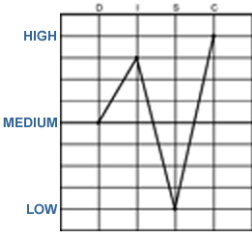



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<p>The Mobilizer</p>  <p>3% of people</p>	<p>Your outgoing nature makes it easy for you to be friendly and help people follow your lead. You take a genuine interest in those around you and people appreciate it. You like to push yourself and you like to participate in challenging tasks. You maintain undying optimism even in the face of adversity.</p> <p>Strengths:</p> <ul style="list-style-type: none"> • Selling (whether it's ideas, products or services) • Making things fun • Confidence 	 <p>Watch The Mobilizer in action!</p>
<p>The Motivator</p>  <p>13% of people</p>	<p>You value the quality of your relationships at work over most other things. You use your "people skills" to manage difficult situations and produce a satisfactory outcome for everyone involved. You go out of your way to make everyone feel appreciated. You place a high value on being liked by others and naysayers frustrate you.</p> <p>Strengths:</p> <ul style="list-style-type: none"> • Always willing to listen • Working in a team • Helping others 	 <p>Watch The Motivator in action!</p>
<p>The Opportunist</p>  <p>2% of people</p>	<p>You are independent and like to be innovative in your work. You won't let anything stand in your way of getting the job done right and on time. You focus on personal accountability and set high standards for others.</p> <p>Strengths:</p> <ul style="list-style-type: none"> • Meeting deadlines • Ingenuity in problem solving • Coming up with solutions on your own 	 <p>Watch The Opportunist in action!</p>
<p>The Researcher</p>  <p>4% of people</p>	<p>You are determined in everything you do and highly task focused. Often, this means you prefer to work alone in accomplishing goals. You are steadfast in your beliefs about what works and what doesn't work when completing a task.</p> <p>Strengths:</p> <ul style="list-style-type: none"> • Confidence • Use of logic and reason • Completes tasks to the end without loose ends 	 <p>Watch The Researcher in action!</p>



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<p>The Sponsor</p>  <p>16% of people</p>	<p>You develop friendships with ease and value knowing lots of people from all walks of life. You like to connect others for work and social purposes and enjoy building your network. You sometimes find yourself lost in conversation and enjoy showing your appreciation for those around you.</p> <p>Strengths:</p> <ul style="list-style-type: none"> • Promotes harmony in the workplace • Shows public appreciation for the work of others • Adept at all forms of communication 	 <p>Watch The Sponsor in action!</p>
<p>The Strategist</p>  <p>1% of people</p>	<p>You are considerate of others and like to get everyone involved in a project. You are adept at planning and creating a path for people to follow. You are painstaking in your strategies and plans and have an uncanny ability to think a few steps ahead. This helps alleviate headaches for those around you because they know that nine times out of ten your plan will work.</p> <p>Strengths:</p> <ul style="list-style-type: none"> • Getting people involved • Devising a clear plan of action • Earning the trust of those you work with 	 <p>Watch The Strategist in action!</p>



WHEN PERSONALITIES CLASH

Ever wonder why certain people can be so difficult to get along with? Chances are, your personalities are a poor match. Each type has a nearly polar opposite that, though it doesn't preclude the two from connecting, it guarantees that understanding each other is going to be a bit of work. The image below shows each type alongside its anti-type pairing.

Type vs. Anti-Type	
ALLY	OPPORTUNIST
ARCHITECT	SPONSOR
COACH	INNOVATOR
DETECTIVE	MOTIVATOR
DIPLOMAT	ENTREPRENEUR
MOBILIZER	EXPERT
RESEARCHER	STRATEGIST

TYPE VS. ANTI-TYPE

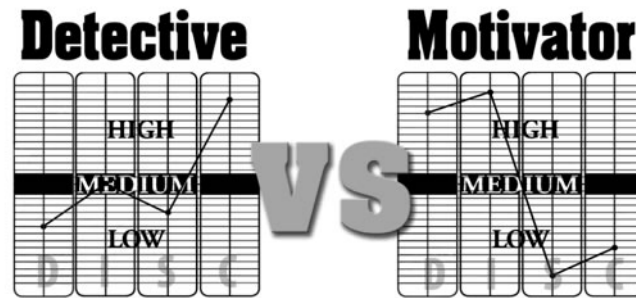
The prevailing characteristics of the seven type/anti-type pairs ensure the two people involved are bound to clash. It's tempting to throw a wall up with people who don't share our motivations and tendencies, but we actually have to do the opposite. The only way we can work well alongside our anti-type is to show greater interest in understanding them—and work harder at it—than we do with anyone else. The synergy that results from the connection between two polar opposites can be very powerful and effective.



[Click here to learn more about type vs. anti-type!](#)

The anti-type of your personality profile, the MOTIVATOR is the DETECTIVE. Read the description below to learn how you can better connect with a DETECTIVE.





The Detective and Motivator clash over the relative importance of information. The Detective is known for his utter reliance on logic and reason. He focuses on the facts because accuracy is the standard by which he thinks all ideas should be evaluated. And why shouldn't he? The Detective's skill in gathering facts and information is unparalleled, and it serves him well in his career. The Motivator is known for being social and charming; he relies on his people skills for his sense of worth. And why shouldn't he? When the going gets tough, he's motivated by a desire to produce a satisfactory outcome for everyone involved, and people appreciate his ability to speak to the needs of different perspectives. Herein lies the problem—the Motivator follows the opinions of the group. When a team is in a tough spot, and the best way forward is uncertain, he's skilled at following the changing tide of the group's opinion. To the Motivator, it doesn't matter what the facts say; what matters is what people think. The Detective's stance in the same dilemma is the opposite; he feels the facts should decide where to go. After all, people are often wrong, and nothing blinds people more to the truth than a room full of people that hold the same opinion. Most people are quick to be swayed by this “group think,” but the Detective never loses his focus on the facts.

The Detective is willing to take the time to get to the bottom of issues—no matter how obscured the facts—and expects others to do the same. The Motivator frustrates him more than any other profile, and, as much as he likes to explore information, the data on his feelings can be pretty off limits—he isn't prone to self-disclosure. This can make the Detective come across a bit standoffish, when he doesn't feel good about a Motivator's opinions. And the Motivator doesn't take kindly to naysayers. He places a strong value on being liked by others, so the Detective's resistance is quick to capture his attention.

So how do these two get to the bottom of their differences? The first thing they need to do, as with any type/anti-type pairing, is understand each other. Unlike most other personality profile conflicts, these two are unlikely to be able to talk things out. They're going to be better off establishing a quiet understanding. The skills they bring to a situation are highly unique, and don't mesh well. They both serve a unique purpose, and their cumulative impact covers a lot of important ground in a project. This is alright, since the two don't have to work side by side to get things done. The Motivator and Detective are better off respecting each other from a small distance. They can learn to share ideas and collaborate as the need arises. If they aren't literally hashing out problems together, the two are far more able to understand each other, and even be the target of each other's respect. The differences in their core strengths can be fascinating to each other—as long as it's from a safe distance.

