

# Behavioral Profile Report

of John Doe

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This Discover Behavioral Profile Report is a product of Discover Assessments.

Discover Assessments - The leader in applied behavioral assessments for the recruitment, retention, motivation and development of talent.

John Doe

[john.doe@discover-assessments.com](mailto:john.doe@discover-assessments.com)

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## Introduction

This assessment is a reliable and scientifically validated tool. It has been specifically developed to identify and predict the behavior of individuals in organizations.

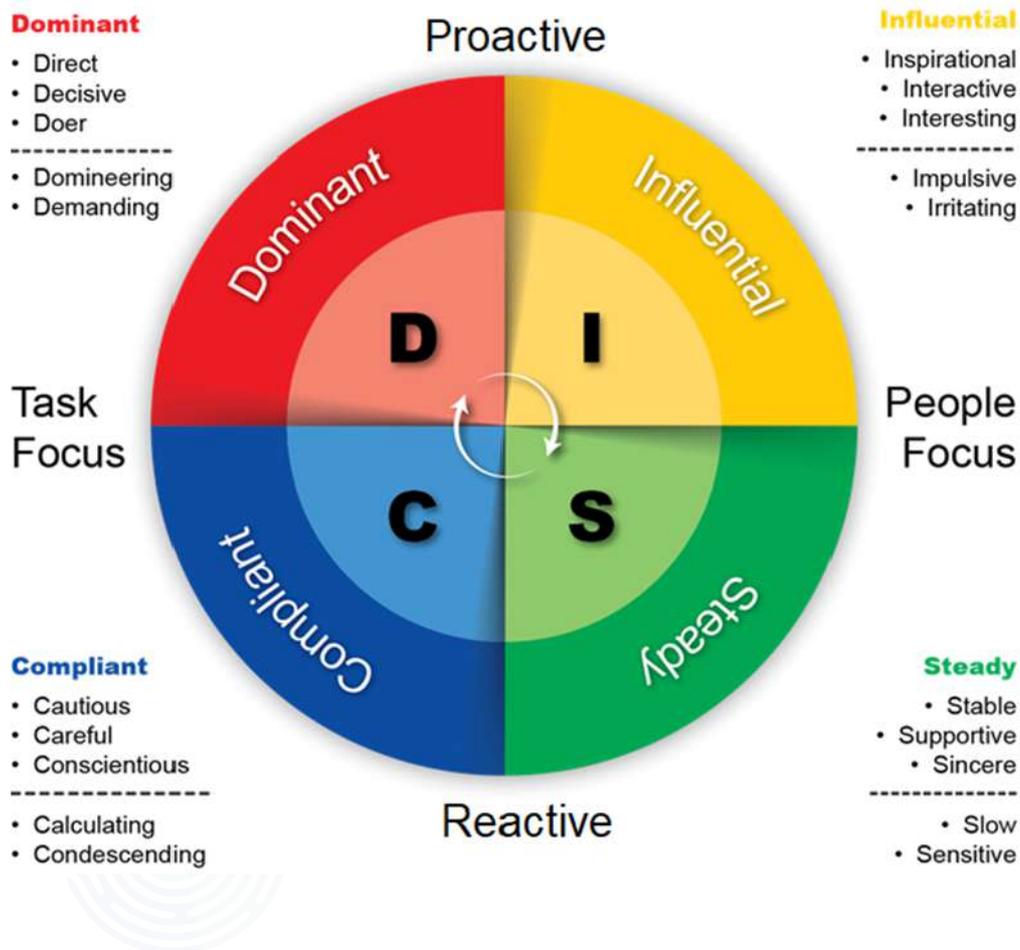
Assuming that you have completed the form following the instructions, you should find this report to be an accurate description of the way you generally respond to different situations, challenges and commitments that you are faced with on a daily basis.

In short, this assessment can now describe how you will behave and why. You should also keep in mind that at times we may adapt and modify our behaviors, by enhancing or inhibiting our natural trends.



You will find extremely valuable information in this report, such as what are the things that motivate you most, which are the behaviors that appear spontaneously and that are generally of a low stress level.

This report uses the **DISC** Personality System. The **DISC** Personality System is a globally used behavior system. It is represented as shown below



Knowledge of the DISC System empowers you to understand yourself, family members, co-workers, and friends, in a profound way.

Understanding behavioral styles helps you become a better communicator, minimize or prevent conflicts, appreciate the differences in others and positively influence those around you.

## Behavioral Profile Description

This section will provide a broad view and understanding of the individual's natural behavioral style. The description identifies the natural and spontaneous ways in which the individual will respond to the demands of the job. Use this description to gain an indepth understanding regarding the way this individual will respond to problem-solving needs, face challenges, influence others, respond to the environment and what their responses are to rules and procedures set by others.

 John tends to be direct, energetic, decisive and independent. He is also friendly and extroverted, however, will know the difference between friends and acquaintances. He prefers having clear job responsibilities, but needs a lot of freedom to implement them.

 John does not require much guidance, direction or influence from others. He makes his decision without hesitation, based on the available information or data. John is self-confident and will believe he has made the right decision.

 He has strong and clear opinions. He is prepared to consider new ideas and is flexible in a reasonable way once he understands why a decision or measure must be taken; it will, however, be hard to make him change his mind once he has decided. He is persistent to the point of foolishness.

 John is clear and uses his assertiveness and self-confidence to influence and persuade others to his point of view. He can be decisive and inflexible in his interpersonal approach.

 John will probably work more effectively in one-on-one relationships, small groups and work teams. He can be direct and explicit when providing feedback. He is a direct and energetic leader who can sometimes be somewhat authoritative.

 He works hard for himself and for others, is very goal and challenge oriented in his job, and prefers taking control of the situation in which he is involved.

 John focuses mainly on the full picture and global plans instead of details. He is perseverant enough to work on details, but that is not necessarily what motivates him most. He can easily become bored if his job becomes routine.

 He may have a wide range of interests. He will be curious about the roots of issues and problems.

 John feels comfortable in a structured work environment, being able to act independently within that structure once parameters have been agreed on. He is capable of leading long -term projects and plans.

 John is motivated by challenges, status, achievements and freedom of action. He has great organization skills and leads others to achieve results for the company. One of his main strengths is the ability to discipline and make decisions.

 Being a very dominant and competitive individual, he will actively seek to have control and power of all the situations in which he is involved. In general, he will feel very stressed if he has to hand over control or power to someone else, and may react in a confrontational and argumentative way.



Given his independent style, he will likely feel uncomfortable working under close control, and very strict rules and procedures. If faced with this situation, John may react by ignoring these rules or else finding excuses to operate independently.

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## Management Style

This section will provide a broad view and understanding of the individual's management style. It describes the way in which the individual naturally performs when faced with the need or responsibility of managing others. This individual's managerial style is described in the following sections: Leadership, Decision-Making and Communication.

### Leadership

-  John has an objective and direct managerial style and is people-oriented.
-  He is quite good at establishing empathy and will therefore easily motivate others.
-  He has a results and operations approach when setting difficult goals and objectives.
-  On occasion, he may delay and not act in time.
-  He is good at delegating authority and assigning tasks and projects to individuals after having assessed their skills.
-  He may tend to do things his way without requesting input from others.

### Decision-Making

-  John's basic priority when making decision is the achievement of goals.
-  He generally takes his time to make decisions.
-  He will take his team's interests into consideration when making decisions.
-  He prefers not changing the course of action once a decision has been made.

## Communication

-  John generally adopts an open, confident and empathetic style in order to gain trust.
-  He has the ability required to communicate to different types of people.
-  He may have some difficulty with subjects that include a lot of details, especially excessive technical details.
-  He is capable of communicating with groups as well as individuals.



## Sales Style

This section will provide a broad view and understanding of the individual's sales style. This individual's style during the different stages of the sales process is described in the following sections: Opening, Closing, and Customer Service; allowing us to identify their skills with presentations, facing objections, as well as customer follow up and maintenance.

### Opening

-  John has the required skills for good communication during presentations and when opening a negotiation.
-  He has a direct approach, which is not necessarily aggressive but rather polite and with persuasive skill.
-  In most cases he generates confidence in his audience, but he may seem aggressive when faced with less direct and decisive individuals causing them to become defensive.

### Closing

-  He is assertive and persistent enough to achieve the closing of deals.
-  He will be capable of recognizing the right timing to apply pressure for the closing, given his persuasion and listening skills.
-  He may sometimes insist more than necessary, placing others on the defensive and losing opportunities because of his insistence.

### Customer Service

-  If he does not perceive potential for new business in a customer, he will not be motivated to provide good service.
-  He will avoid customers who are not like-minded.
-  He will be motivated to call on customers who can generate important or repeat business.
-  He will display much initiative and will anticipate customer needs.

## How to Lead John Effectively

This section describes important aspects to keep in mind for the individual's 'effective coaching.' The following descriptive points are based on natural behavioral style and are critical for any person who expects to lead this individual at the highest level of effectiveness and full capacity.

-  It is important to John to feel that he is included, and therefore needs to be given active participation in issues that are being handled. However, it is important to give him boundaries and clearly indicate how far his participation goes, so he will not confuse what his position is.
-  When assigning a new responsibility or task to him, it is very important to give him the freedom to execute it independently, otherwise he will feel controlled and this could irritate him.
-  It is very important to him to feel recognized and considered a point of reference, and would therefore be motivated to be the leader of projects and to be recognized publicly for his achievements.
-  John will effectively respond to challenges, provided he is given all required information in an open and relaxed manner and that he can voice his point of view freely.
-  For effective communication, whether formal or informal, his supervisor will have to relate to him in a personal way.
-  Information should be provided clearly and in detail, and the objectives of the communication should be established.
-  Given his free and independent nature, it is important he is clear on the limitations of rules and procedures, as well as clearly communicating the consequences for non-compliance.
-  When having to bring to his attention a non-compliance issue, it is best to do so privately without exposing him to his peers.
-  John will need support to impart discipline to his reports. He may have difficulty establishing boundaries or sanctions, and will therefore need support.
-  When a project is delegated to him, John will need to be clear on the objective and the reason why he has been asked to execute it. It will be useful to provide him full information for the execution of the project.

**It is important to always keep in mind that John's potential lies in his ability to lead work teams and train team members, helping them improve their performance.**

## Keys to Motivate John Effectively

This section describes important aspects to keep in mind in order to achieve and maintain a high degree of motivation in this individual. The following descriptive points are based on natural behavioral style and are critical for any person who will assign them tasks or responsibilities or will work with this individual as part of the same team.

-  Encourage them to interact with individuals in key positions to improve their persuasive and convincing communication style
-  Delegate activities that require good planning and organizational skills
-  Encourage spontaneous creation of plans and meticulous follow up of their implementation
-  Expose to difficult challenges, problem-solving and overcoming hurdles
-  Offer the freedom to be involved in tasks with a wide variety of activities
-  Offer the power and the authority to respond to problems and get things done
-  Establish clearly defined responsibilities
-  Allow them to operate with minimum supervision and direction from others

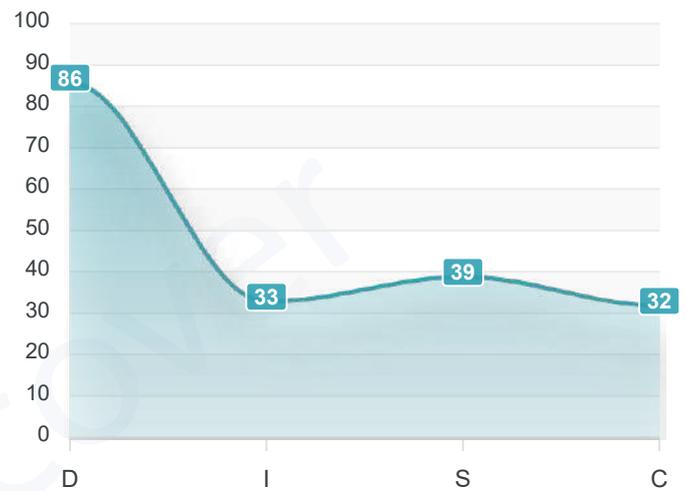
## Behavioral Graphs

This section can be interpreted by a trained Discover analyst. In the behavioral traits, scores above 65 are relative strengths of the individual.

### Work Behaviour



### Pressure Behaviour



### Natural Behaviour



## Behavioral Graphs

This section can be interpreted by a trained Discover analyst. In the behavioral traits, scores above 65 are relative strengths of the individual.

### Behaviour Traits

