



DAVE RAMSEY'S
DISC ASSESSMENT

UNDERSTAND YOUR TEAM LIKE NEVER BEFORE

The DISC Index

WHAT

WHY

HOW

John Doe

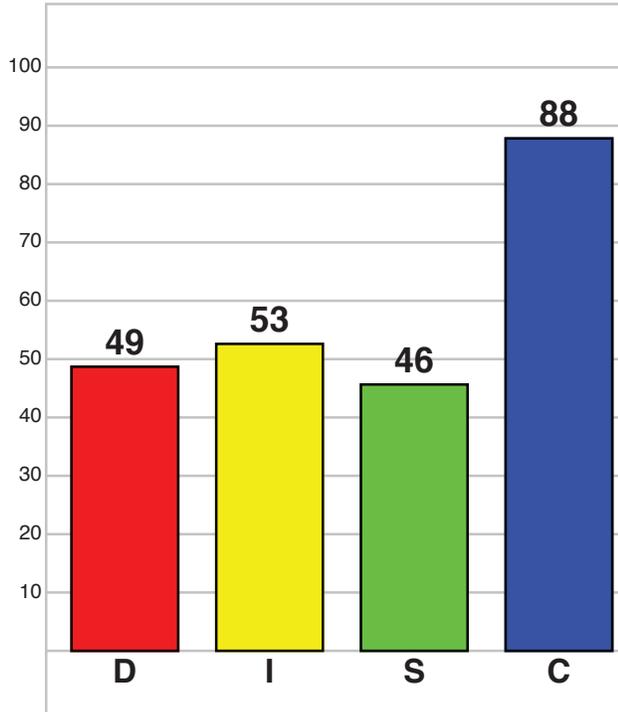
July 27, 2011

This Innermetrix Disc Index is a modern interpretation of Dr. William Marston's behavioral dimensions. Marston's research uncovered four quadrants of behavior which help to understand a person's behavioral preferences. This Disc Index will help you understand your behavioral style and how to maximize your potential.

Executive Summary

Natural and Adaptive Styles Comparison

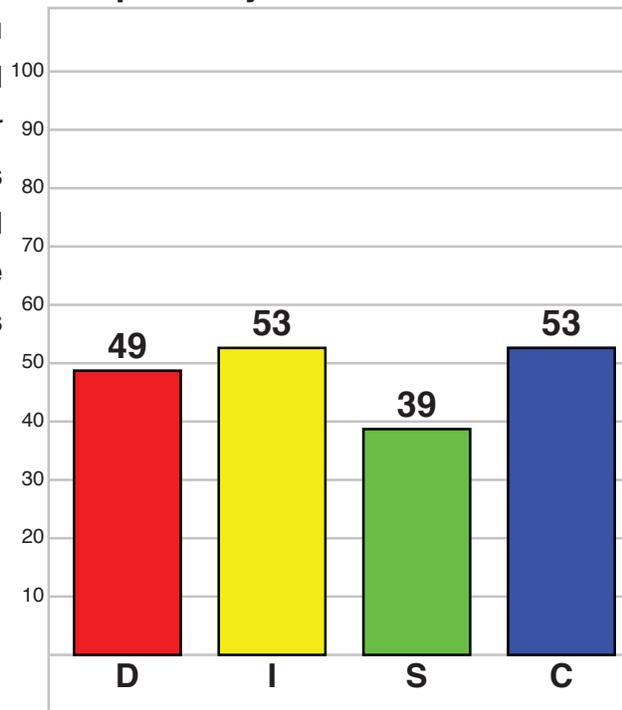
Natural Style



Natural Style: The natural style is how you behave when you are being most natural. It is your basic style and the one you adopt when you are being authentic and true to yourself. It is also the style that you revert to when under stress or pressure. Behaving in this style, however, reduces your stress and tension and is comforting. When authentic to this style you will maximize your true potential more effectively.

Adaptive Style: The adaptive style is how you behave when you feel you are being observed or how you behave when you are aware of your behavior. This style is less natural and less authentic for you or your true tendencies and preferences. When forced to adopt to this style for too long you may become stressed and less effective.

Adaptive Style



John Doe

Ideas For Being More Effective

Based on your behavioral style there are certain opportunities for becoming more effective by being aware of how you prefer, and enjoy, to behave. The items below may assist you in your professional development growth. By understanding these items you may find explanations for why you may be stuck in some areas of your life and why other aspects give you no trouble at all. You could be more effective by:

- Having frequent exposure and contact with people.
- Relying on others more when under pressure.
- Having a complete explanation of the "what, why and how" of the task at hand.
- Capitalize on your detail-orientation.
- Being able to delegate routine tasks and procedures.
- Learning to learn to say "no" more often, to prevent spreading yourself too thin.
- Working in a democratic environment.
- Having clear and specific job descriptions and role responsibilities.

John Doe

Strength-based Insights

Each behavioral style contains certain unique strengths as a result of how your four behavioral dimensions relate to each another. Understanding your own unique behavioral strengths is an important part of putting your new level of self-awareness to work for your success and satisfaction. The following statements highlight specific strengths of your behavioral style:

- People-oriented, but also rather modest, so has the ability to get along with a wide variety of others.
- Aware of deadlines and able to juggle many issues simultaneously.
- Brings a sense of quality-control to the team efforts.
- Shows a level of respect for systems and organizational protocol.
- Brings a positive sense of humor and can break-the-ice or hostility with humor in a diplomatic way.
- Able to communicate with external stakeholders and strangers very easily and get into the necessary details in an engaging way.
- Brings a sense of genuine enthusiasm to the team and organization.
- Able to handle both people and details with equal skill and confidence.

John Doe

Areas for Continual Improvement

Along with strengths, all behavioral styles come with areas that could become weaknesses - if depended upon or not acknowledged. The trick is not to manufacture a weakness in the first place by depending on these things.

Here are a few items that could become problematic for you if not acknowledged or known. Your awareness of the potentials below is your best step in making sure they remain only potential problems. Due to your behavioral style, you may tend to:

- Be overly optimistic in your ability to persuade or manage others.
- Stick to the plan a little too much sometimes.
- Get overly bogged down in details, especially under high pressure.
- Require an overly complete explanation of details before changes are made.
- Build a team of people just like yourself, creating less diversity of talents or personalities.
- Oversell your ideas a little too much.
- Be overly enthusiastic at times, at least to others who are more reserved.
- Trust people a bit too much and may get burned in the process.

John Doe