

Sample Team

DISC Map

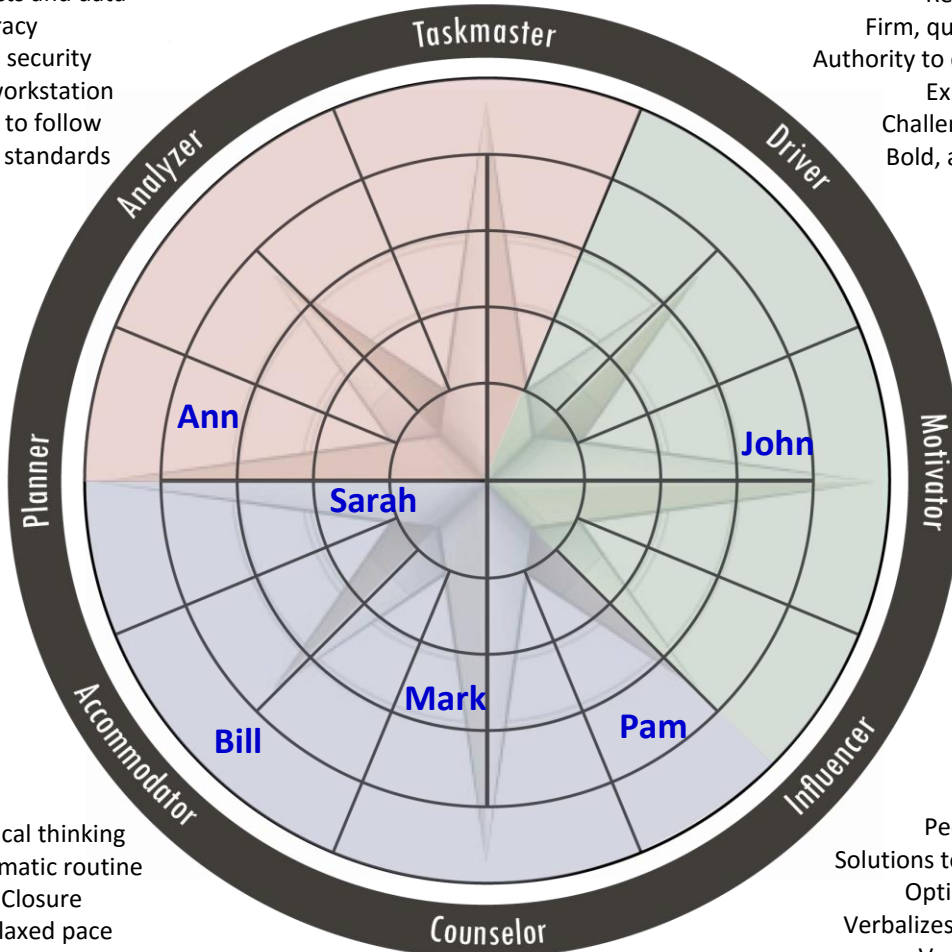


Fact-based solutions
 Effective time management
 Efficient methodology
 Studying and solving problems
 Logical decisions
 Creative and original thinking



Results-oriented
 Firm, quick decision making
 Authority to carry out responsibilities
 Expedites action
 Challenging assignments
 Bold, aggressive actions

Analysis of facts and data
 Accuracy
 Safety and security
 Clean, tidy workstation
 Procedures to follow
 High quality standards



Competition with others
 Testing of new ideas
 Results through people
 Persuasive communicator
 Enthusiasm
 Change agent

Diplomacy and cooperation
 Facts and data to analyze
 Guidelines to follow
 Routine work
 Adherence to standards
 Task orientation

People contact
 Solutions to "people problems"
 Optimistic outlook
 Verbalizes thoughts and ideas
 Varied activities
 Mobility

Logical thinking
 Systematic routine
 Closure
 Relaxed pace
 Team participation
 Security



Teamwork
 Coaching and counseling
 Service to others
 Harmonious work environment
 Security
 Assistance to customers



INITIATE



IMPLEMENT



INTERACT

Sample Team Motivators

	1	2	3	4	5	6
John	Economic	Humanitarian	Power	Conceptual	Regulatory	Aesthetic
Pam	Economic	Regulatory	Humanitarian	Conceptual	Aesthetic	Power
Sarah	Conceptual	Economic	Humanitarian	Power	Regulatory	Aesthetic
Bill	Regulatory	Humanitarian	Economic	Conceptual	Aesthetic	Power
Ann	Humanitarian	Economic	Conceptual	Regulatory	Power	Aesthetic
Mark	Humanitarian	Economic	Regulatory	Power	Conceptual	Aesthetic

ECONOMIC: utilization of time, money, and resources to achieve a measurable return on investment. **Interests:** practicality, efficiency, conservation.

CONCEPTUAL: search for or pursuit of knowledge and learning. **Interests:** continuing education, training, lifelong learning, research and analysis.

POWER: pursuit of power to lead, direct, and control self and others toward success. **Interests:** leadership roles, strategizing, authority.

AESTHETIC: appreciation and pursuit of form, harmony, beauty, and balance. **Interests:** personal growth, nature, fine arts, self-help, creativity.

REGULATORY: search for the highest meaning of life. **Interests:** religion, principled-living, converting others to a system for living, upholding traditions.

HUMANITARIAN: desire to eliminate pain and conflict. **Interests:** helping others, championing worthy causes, charities, community activities, volunteer work.

Intensity Results

VERY HIGH	3 Standard Deviations - 2%
HIGH	2 Standard Deviations - 14%
MODERATE	1 Standard Deviation - 68%
LOW	2 Standard Deviations - 14%
VERY LOW	3 Standard Deviations - 2%