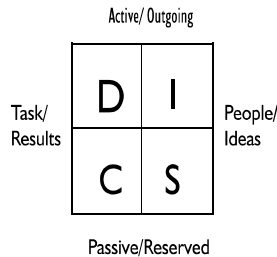


DISC Interpretation

Descriptions of the four primary personality profiles.



D stands for Active/Task oriented

I stands for Outgoing/People oriented

S stands for Reserved/People oriented

C stands for Passive/Task oriented

<p style="text-align: center;">Primary High D Personality</p> <p><i>Description:</i> Dominant, decisive, independent <i>Primary Drive:</i> Authority, action <i>Personal Strength:</i> Confidence, leadership <i>As part of a team:</i> Energetic drive to complete the task. <i>As a leader:</i> Demanding, Results-oriented <i>Greatest fear:</i> Being out of control <i>Overuses:</i> Desire to win at all costs which leads to insensitivity to others. <i>Under stress is:</i> Confrontational and active <i>Tendencies to watch:</i> Impatience with others <i>Needs to learn:</i> To do things correctly, that they must be accountable to others</p>	<p style="text-align: center;">Primary High I Personality</p> <p><i>Description:</i> Inspiring, influential, social <i>Primary Drive:</i> Approval <i>Personal Strength:</i> Optimistic, affectionate <i>As part of a team:</i> Persuasive and enthusiastic <i>As a leader:</i> Great natural presenter <i>Greatest fear:</i> Social rejection <i>Overuses:</i> Speaking without thinking <i>Under stress is:</i> Talkative and shifts the blame <i>Tendencies to watch:</i> Forgetting past commitments; disorganization; caving in to peer pressure <i>Needs to learn:</i> To listen more; to think more logically; to control feelings</p>
<p style="text-align: center;">Primary High C Personality</p> <p><i>Description:</i> Conscientious, compliant <i>Primary Drive:</i> Perfection <i>Personal Strength:</i> Creativity, competence, and logic <i>As part of a team:</i> Research and Development <i>As a leader:</i> Go by the book <i>Greatest fear:</i> The unknown and the undefined <i>Overuses:</i> Slow pace and resistance to change <i>Under Stress:</i> Cautious and indecisive <i>Tendencies to watch:</i> Focus on details and forgetting the big picture. <i>Needs to learn:</i> To focus on the potential instead of the problem.</p>	<p style="text-align: center;">Primary High S Personality</p> <p><i>Description:</i> Steady, supporting, submissive <i>Primary Drive:</i> Security <i>Personal Strength:</i> Loyal and friendly <i>As part of a team:</i> Cooperative, consistent, peacemaker <i>As a leader:</i> Steady, gentle, and sensible <i>Greatest fear:</i> Disharmony and confrontation <i>Overuses:</i> Resisting change <i>Under stress:</i> Peace at any cost, internalizes stress <i>Tendencies to watch:</i> Easily taken advantage of by others. <i>Needs to learn:</i> To be more assertive and that change can be good</p>