



DISC INDEX

Edna Marie Robles

September 23, 2016

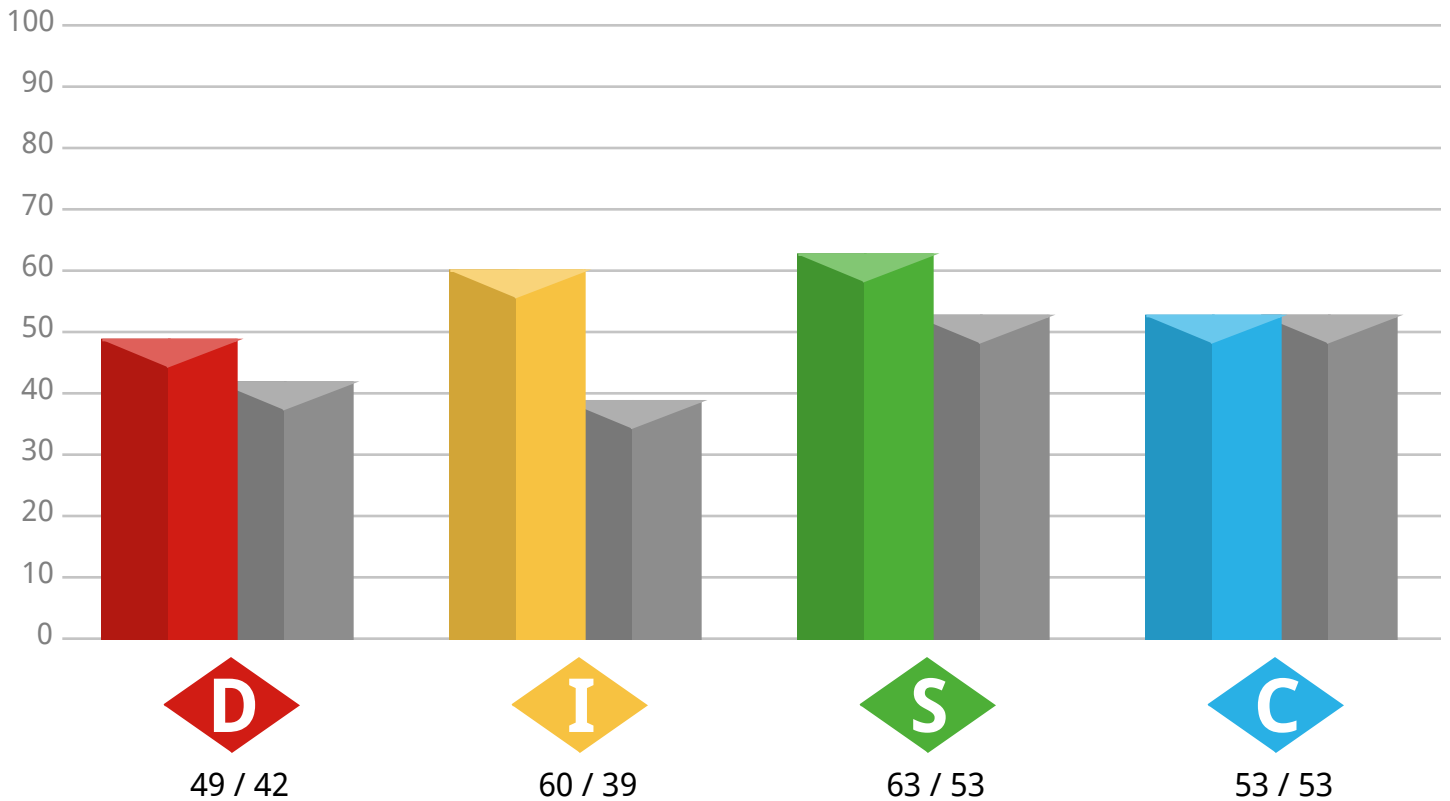
This Innermetrix Disc Index is a modern interpretation of Dr. William Marston's behavioral dimensions. Marston's research uncovered four quadrants of behavior which help to understand a person's behavioral preferences. This Disc Index will help you understand your behavioral style and how to maximize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



Anthony Robbins Coaching
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Natural and Adaptive Styles Comparison



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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 adapt to this style for too long you may become stressed and less effective.



About This Report

Research conducted by Innermetrix shows that the most successful people share the common trait of self-awareness. They recognize the situations that will make them successful, and this makes it easy for them to find ways of achieving objectives that fit their behavioral style. They also understand their limitations and where they are not effective and this helps them understand where not to go or how not to be as well. Those who understand their natural behavioral preferences are far more likely to pursue the right opportunities, in the right way, at the right time, and get the results they desire.

This report measures four dimensions of your behavioral style. They are:

- **Decisive** — your preference for problem solving and getting results
- **Interactive** — your preference for interacting with others and showing emotion
- **Stability** — your preference for pacing, persistence and steadiness
- **Cautious** — your preference for procedures, standards and protocols

This report includes:

- **The Elements of DISC** — Educational background behind the profile, the science and the four dimensions of behavior
- **The DISC Dimensions** — A closer look at each of your four behavioral dimensions
- **Style Summary** — A comparison of your natural and adaptive behavioral styles
- **Behavioral Strengths** — A detailed strengths-based description of your overall behavioral style
- **Communication** — Tips on how you like to communicate and be communicated with
- **Ideal Job Climate** — Your ideal work environment
- **Effectiveness** — Insights into how you can be more effective by understanding your behavior
- **Behavioral Motivations** — Ways to ensure your environment is motivational
- **Continual Improvement** — Areas where you can focus on improving
- **Training & Learning Style** — Your preferred means of sharing and receiving styles
- **Relevance Section** — Making the information real and pertinent to you
- **Success Connection** — Connecting your style to your own life



The Elements of the DISC-Index

This DISC-Index report is unique in the marketplace for a number of reasons. You just completed the first ever click & drag DISC instrument on the market. This was constructed in a precise manner to allow for ease of responses, even in the midst of many difficult decisions. This intuitive interface allows you to focus on your answers, not the process.

Also, unlike other DISC instruments, this instrument allows you to rank all four items instead. As a result, this instrument produces zero waste in responses. Some instruments ask you to choose two items out of four, and leave two items blank. Those instruments have a 50% waste of terms, and do not provide for an efficient response process. The DISC Index instrument eliminates that response problem.

Another unique aspect of this DISC-Index report is that we present the DISC aspects of your behavior both as separate entities and as a dynamic combination of traits. This report presents the first time that each of the DISC elements are separated and developed as pure entities of themselves. This can serve as an important learning tool as you explore the deeper aspects of DISC. Your unique pattern of DISC traits is developed through the context of this report. Additionally, the following four pages will be devoted to exploring your DISC scores as separate components within the unique combination of traits that you exhibit.

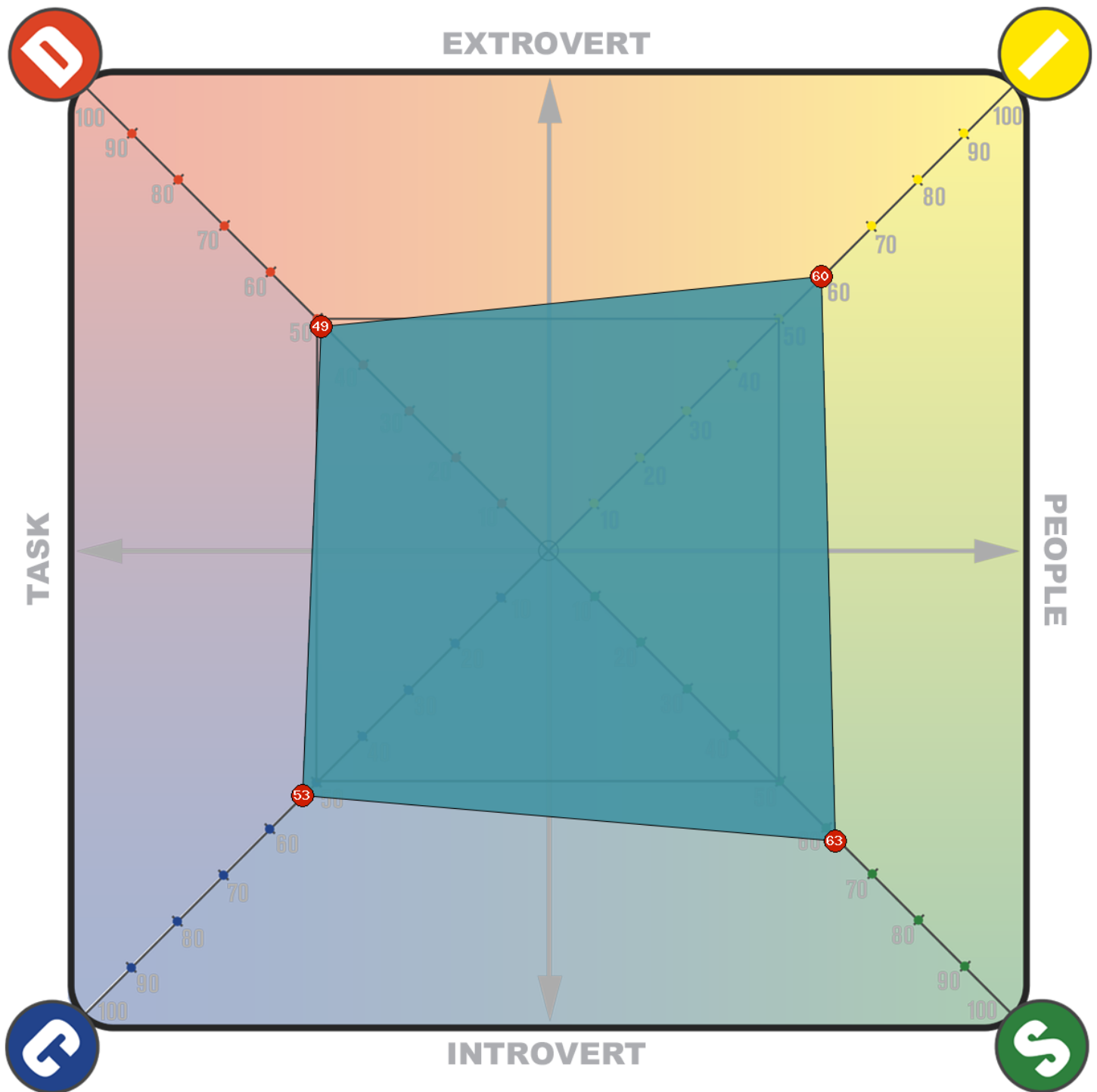
A comment on contradictions: You may read some areas of this report that may contradict other text. This is due to the fact that many of us show contradictory behaviors in the normal course of our daily operations. Each of us are at times talkative and other times more reflective, depending on how we are adapting our behavior. The expression of these contradictions is a demonstration of the sensitivity of this instrument to determine these subtle differences in our natural and adaptive style.



A closer look at the four components of your behavioral style

Decisive	Interactive	Stabilizing	Cautious
Problems: How you tend to approach problems and make decisions	People: How you tend to interact with others and share opinions	Pace: How you tend to pace things in your environment	Procedures: Your preference for established protocol/standards
High D	High I	High S	High C
Demanding Driving Forceful Daring Determined Competitive Responsible Inquisitive Conservative Mild Agreeable Unobtrusive	Gregarious Persuasive Inspiring Enthusiastic Sociable Poised Charming Convincing Reflective Matter-of-fact Withdrawn Aloof	Patient Predictable Passive Complacent Stable Consistent Steady Outgoing Restless Active Spontaneous Impetuous	Cautious Perfectionist Systematic Careful Analytical Orderly Neat Balanced Independent Rebellious Careless Defiant
Low D	Low I	Low S	Low C

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Decisive

Your approach to problem-solving and obtaining results

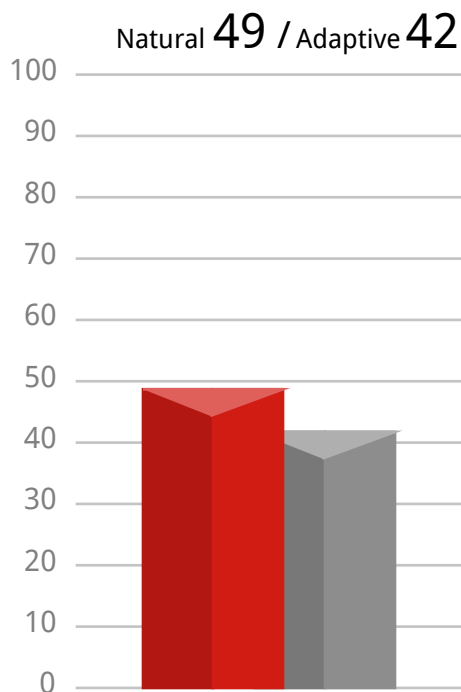
The D in DISC represents Decisiveness. Your score on this scale, represented below, shows your location on the D spectrum based on the pattern of your responses. A high score doesn't mean good, and a low score doesn't mean bad, as this is a spectrum or continuum of behavioral traits. For example:

Higher D —

Tend to solve new problems very quickly and assertively. They take an active and direct approach to obtaining results. The key here is new problems such as those that are unprecedented or haven't happened before. There may also be an element of risk in taking the wrong approach or developing an incorrect solution, but those with a High D score are willing to take those risks, even if they may be incorrect.

Lower D —

Tend to solve new problems in a more deliberate, controlled, and organized manner. Again, the key here is new and unprecedented problems. The Lower D style will solve routine problems very quickly because the outcomes are already known. But, when the outcomes are unknown and the problem is an uncertain one, the Lower D style will approach the new problem in a calculated and deliberate manner by thinking things through very carefully before acting.



Your score shows a low average score on the 'D' spectrum. The comments below highlight some of the traits specific to just your unique score.

- You are quite self-critical of yourself and demand a lot out of yourself.
- You are usually very supportive of decisions made by others on the team.
- You are open to deferring to others for decisions when they have voiced a stronger opinion.
- You like to think things through before acting.
- You think it is important to have some time to evaluate options before acting.
- You are a calculated risk-taker, but only after you have had sufficient time to consider all potential outcomes.



Interactive

Your approach to interacting with people and display of emotions.

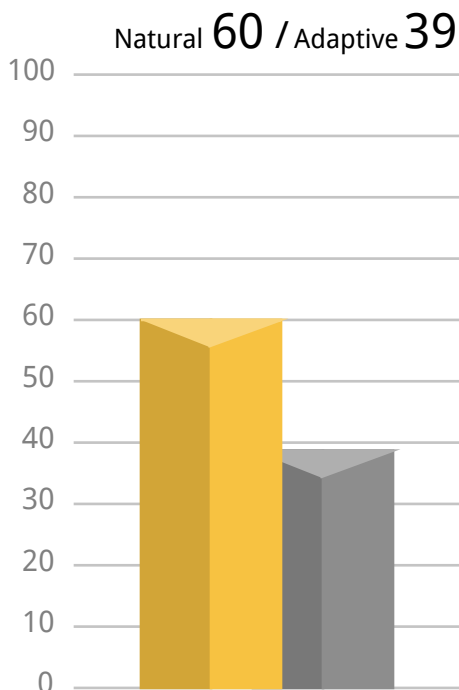
The I in DISC represents Interactive. Your score on this scale represented below shows your location on the I spectrum based on the pattern of your responses. A high score doesn't mean good, and a low score doesn't mean bad, as this is a spectrum or continuum of behavioral traits. For example:

Higher I —

Tend to meet new people in an outgoing, gregarious, and socially assertive manner. The key here is new people whom one hasn't met before. Many other styles are talkative, but more so with people that they've known for some time. The Higher I scores are talkative, interactive and open even with people whom they have just initially met. People scoring in this range may also be a bit impulsive. Generally speaking, those with the Higher I scores are generally talkative and outgoing.

Lower I —

Tend to meet new people in a more controlled, quiet and reserved manner. Here's where the key word "new people" enters the equation. Those with Lower I scores are talkative with their friends and close associates, but tend to be more reserved with people they've just recently met. They tend to place a premium on the control of emotions, and approach new relationships with a more reflective approach than an emotional one.



Your score shows a high average score on the 'I' spectrum. The comments below highlight some of the traits specific to just your unique score.

- You may sometimes promise a bit more than you can deliver because of your natural optimism.
- People may find you charming to meet and to converse with on a variety of topics.
- You like a flexible environment that allows for creativity.
- You present yourself in a poised manner to both small or large groups of people.
- You tend to be generous with your time in helping others.
- You tend to meet new people in a confident and appropriate manner.



Stabilizing

Your approach to the pace of the work environment

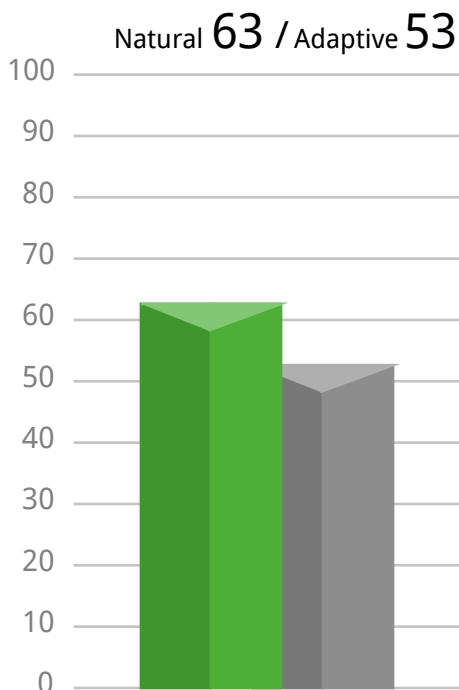
The S in DISC represents Stabilizing. Your score on this scale represented below shows your location on the S spectrum based on the pattern of your responses. A high score doesn't mean good, and a low score doesn't mean bad, as this is a spectrum or continuum of behavioral traits. For example:

Higher S —

Tend to prefer a more controlled, deliberative and predictable environment. They place a premium on security of a work situation and disciplined behavior. They also tend to show a sense of loyalty to a team or organization, and as a result, may have a greater longevity or tenure in a position than some other styles. They have an excellent listening style and are very patient coaches and teachers for others on the team.

Lower S —

Tend to prefer a more flexible, dynamic, unstructured work environment. They value freedom of expression and the ability to change quickly from one activity to another. They tend to become bored with the same routine that brings security to the Higher S traits. As a result, they will seek opportunities and outlets for their high sense of urgency and high activity levels, as they have a preference for spontaneity.



Your score shows a high average score on the 'S' spectrum. The comments below highlight some of the traits specific to just your unique score.

- If insufficient structure and order exist, you will create it.
- You are consistent and predictable over the long haul, even in the midst of change.
- You bring a high degree of self-control to work. You steadily move towards the completion of a task.
- You serve to stabilize others on a team who are perhaps too maverick.
- You are generally known as steadfast and dependable.
- You prefer setting minimum levels of consistency and stability or control.



Cautious

Your approach to standards, procedures, and expectations.

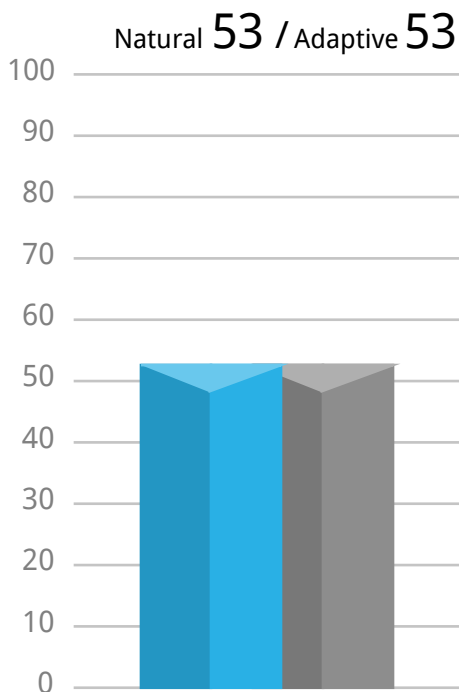
The C in DISC represents Cautiousness. Your score on the scale represented below shows your location on the C spectrum based on the pattern of your responses. A high score doesn't mean good, and a low score doesn't mean bad, as this is a spectrum or continuum of behavioral traits. For example:

Higher C —

Tend to adhere to rules, standards, procedures, and protocol set by those in authority whom they respect. They like things to be done the right way according to the operating manual. "Rules are made to be followed" is an appropriate motto for those with higher C scores. They have some of the highest quality control interests of any of the styles and frequently wish others would do the same.

Lower C —

Tend to operate more independently from the rules and standard operating procedures. They tend to be bottom-line oriented. If they find an easier way to do something, they'll do it by developing a variety of strategies as situations demand. To the Lower C scores, rules are only guidelines, and may be bent or broken as necessary to obtain results.



Your score shows a high average score on the 'C' spectrum. The comments below highlight some of the traits specific to just your unique score.

- Your preference is to adhere to the defined and proven way of doing things.
- You prefer a neat, orderly and structured work environment.
- Compared to others you work with you might be seen as more resistant to change and disorder.
- You are sensitive to high quality control and have a need for accuracy.
- Your approach to working with others is usually tactful and respectful.
- You are quite analytical and enjoy a higher level of details and data.



Natural Style Pattern:

Your natural style is the way you tend to behave when you aren't thinking about it. This is where you are most comfortable (natural). This is also the style you will revert back to when under stress or moving too quickly to be consciously thinking about modifying your behavior. Finally, this is the style you should seek to be true to in your daily roles. Being natural will return better results with less effort and stress.

The following statements are true to just your unique natural style:

- You persuade others by demonstrating personal competence and encouraging others with a sense of optimism.
- You score like those who desire to become the best they can, or an expert, in a specific area.
- Response pattern indicates that you have the ability to be a strong achiever in technical performance and expertise within the organization.
- Will be verbal if workload or areas of responsibility need partial delegation to other professionals on the team, otherwise, tendency may be to stay focused on the tasks at hand.
- You have the ability to self-manage much of your own organizational activity and workload.
- You demonstrate a high degree of competence in your area of expertise.
- You have a large knowledge-base and a continuing appetite to learn more.
- Tend to be rather friendly and easy-going in interacting with others.



Adaptive Style Pattern:

This is the style of behavior you adapt to when you are conscious of your own behavior, when you feel you are being observed or whenever you are trying to better fit a situation. This is not a natural style for you, but still one of your two styles none-the-less. In other words, it is the way you feel you "should" behave when thinking about it. The statements below are specific to your individual Adaptive style:

- Because of your high degree of patience, some may look toward you as a generous teacher, mentor, or coach for complex projects or problems.
- As a leader or member of a project team, you may show a deliberate, dispassionate, and serious approach to solving problems.
- You tend to be more modest than egocentric, and as a result you are able to work well with a variety of other DISC-Index™ style preferences.
- You may prefer to socialize with a rather small group of associates and build deeper relationships than have shallow relationships with a wide number of people.
- Known by others in the organization to have a 'long fuse' and is not easily angered while on the job, although may take some of the anger and vent it at home.
- Wants to be seen as friendly and easygoing without being an extremist.
- Probably wouldn't consider yourself a high risk-taker or instant innovator on a new method or potential fad, as you prefer the tried and tested methods that are known to work.
- Known as one who prefers maintaining the status quo rather than making changes just for the sake of change.



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:

- Work assignments of high precision and accuracy to capitalize on your high detail orientation.
- An increased sense of urgency to get things done... now.
- Greater participation in team efforts and activities.
- A democratic environment in which you can influence and offer direction.
- Associating with friendly, active people.
- Clear and specific job descriptions, and role responsibilities.
- Having sufficient time to consider alternatives prior to making changes.
- Having the option to change certain methods or procedures in order to increase efficiency.



Your behavioral style will cause you to be motivated by certain factors in your environment. Having these present may make you feel more motivated, and productive. The following are things that you may want in your surroundings to feel optimally motivated:

- Identification with company and colleagues that one can be proud of.
- Established procedures on which a base of successful processes can be built.
- Sufficient time to adjust to change so as not to disrupt systems and processes.
- An environment with minimal interpersonal conflict and hostility.
- A moderate to greater level of security in the environment.
- A home life that is supportive of the work demands.
- A link to some of the successful traditions that have built success in the past.
- Sincerity from peers and colleagues.



Each behavioral style contains certain unique strengths as a result of how your four behavioral dimensions relate to each other. 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:

- Brings a unique combination of accuracy, intuition, and good people skills.
- Builds confidence in others needing a boost.
- Others on the team may seek you out to answer detailed or process-oriented questions.
- Able to negotiate through conflicts to create a win-win solution.
- Brings a positive sense of humor.
- Brings appropriate people skills, patience in working with others, quality control, and attention to the details in a versatile blend of talents and expertise.
- Generates positive enthusiasm for a variety of projects in the organization.
- Can be charming and persuasive in a variety of situations, and builds excellent social rapport.



Your behavioral style plays a significant role in determining what aspects of an environment you like. The items below will help you understand what will define an ideal working climate for you. Based on how you prefer to behave, an ideal climate for you is one that provides you with:

- Clear-cut lines of decision-making authority.
- Minimal interpersonal conflict and hostility.
- An organizational culture that allows time to consider changes, rather than jumping into change.
- An appreciation of the very high degree of patience you bring to the job culture and sincerity in working with others.
- Work projects involving accuracy, consistent performance, and specialized skills.
- A culture that provides a relatively stable and predictable workplace environment with few sudden changes, even in the midst of high stakes or pressure.
- An ability to function effectively in the midst of some important and necessary, but sometimes very routine work procedures.
- Project success is a result of patience and deliberate procedures, not haste or impulsive reactions.



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:

- Struggle with meeting deadlines due to your desire for completeness or perfection.
- Be overly optimistic in ability to persuade or manage others.
- Struggle with prioritizing things appropriately, due to ranking all items as the "most important".
- Trust people a bit too much, and may get burned in the process.
- Set unreasonable expectations of the capability or capacity of others on the team.
- Become overly aggressive when the climate becomes unfavorable.
- Oversell your own ideas too strongly.
- React on impulse rather than thinking things through before responding.



Based on how you tend to behave you have certain preferences for how you like to convey information, teach, instruct or share knowledge with others. This is also true of how you like to receive information and learn. Understanding your behavioral preferences here will help increase your effectiveness in teaching or instructing others, and in being taught and learning.

How you prefer to share knowledge or teach:

- Helps group create new concepts and models of ideas.
- Likes to have an active learning environment.
- Wants to provide participants with the ability to understand principles and concepts.
- Enriches the content with stories and experiences.
- Knowledge gives the participants the ability to maximize their potential and share with others.
- Evaluations are made based on maximizing the individual's growth more than comparatively.
- Shows patience with tedious, technical, and specialty tasks and helping others to learn.

How you prefer to receive knowledge or learn:

- Seeks inspiration and excitement in the learning process.
- Learns by considering possibilities and thinking through ideas.
- Prefers learning in groups, but can also work very effectively alone.
- Wants to know what the experts think about the topic area or subject.
- High expectations of performance.
- More accepting of a more impersonal training or learning venue than others.
- Prefers traditional learning structure and activities.



This page is unique in this report because it is the only one that doesn't speak directly to you, rather to those who interact with you. The information below will help others communicate with you more effectively by appealing to your natural behavioral style. The first items are things others SHOULD do to be better understood by you (Do's) and the second list is of things others SHOULD NOT do (Don'ts) if they want you to understand them well.

Things to do to effectively communicate with Edna Marie:

- If you disagree with the direction, make an organized presentation of your position.
- Use the conversation to direct you back to the topic or issue at hand.
- Make an organized appeal for support and contributions.
- Be certain to emphasize next action-steps.
- Provide testimonials from people seen as important and prominent.
- Ask for input regarding people and specific assignments.
- Be candid, open, and patient.

Things to avoid to effectively communicate with Edna Marie:

- Don't legislate.
- Don't whine about all of the work you have to do.
- Don't be vague or ambiguous.
- Don't leave things up in the air, or to work out by chance.
- Don't fail to follow through. If you say you're going to do something, do it.
- Don't rush the issues or the decision-making process.
- Don't use someone else's opinions as evidence.



In order to make the most out of the information in this report it is important that you connect it to your life in a tangible way. To help you make this information your own, and pull out the most relevant parts, fill in the blanks below.

Decisiveness:

How is your 'D' score relevant to your life?

Interacting:

How is your 'I' score relevant to your life?

Stabilizing:

How is your 'S' score relevant to your life?

Cautiousness:

How is your 'C' score relevant to your life?

Overall Natural Style:

What is one way in which your natural style relates to your life?

Overall Adaptive Style:

What is one way in which your adaptive style relates to your life?

Strength-based insights:

What specific strengths do you think connect to your success more than any other?



Communication Dos and Don'ts:

What did you learn from understanding your preferred communication style?

Ideal Job Climate:

How well does your current climate fit your behavioral style?

Effectiveness:

What is one way in which you could become more effective?

Motivation:

How can you stay more motivated?

Improvement:

What is something you learned that you can use to improve your performance?

Training/Learning:

What did you learn that could help you instruct others better, or learn more effectively?



Your final step to making sure you really benefit from the information in this report is to understand how your behavioral style contributes to, and perhaps hinders, your overall success.

Supporting Success:

Overall, how can your unique behavioral style support your success? (cite specific examples)

Limiting Success:

Overall, how could your unique behavioral style get in the way of your success? (cite specific examples)
