

# The DISCOVERY Personality Test

Based on the DISC model

Researched, created and validated by Psychological Research Foundation LLC.

This test is based on the highly successful DISC model of personality. Tests based on this model have been administered more than 50 million times throughout the world to help select and develop people.

## Analysis for: A. Specimen

### Personality - Behaviour

Your personality - as well as skills and experience - has a tremendous impact on your work success, personal growth and relationships. In fact, research carried out by psychologist Joyce Hogan, PhD, of the University of Tulsa indicates that 'Personality predicts job success - more so than even intelligence...'

The DISCOVERY Personality Test reports on your personality and behaviour - both in work and non-work situations.

This analysis does not pretend to be 100% accurate - all personality measurements contain some error. For this reason - and commonsense - beware of very long reports that state categorically how you are going to behave in a wide range of work and life situations.

<b>DISC Model of Personality</b>	
<b>Dominance</b>	Describes the way you assert yourself, deal with problems and control situations.
<b>Influence</b>	Describes the way you deal with people, the way you communicate and relate to others.
<b>Steadiness</b>	Describes your temperament - patience, persistence, and thoughtfulness.
<b>Compliance</b>	Describes how you approach and organise your activity, procedures and responsibilities.

### DISC - Four Personality Traits

Some people believe that using the DISC model to describe personality and behaviour is an over-simplification. Before coming to such a conclusion consider this...

"There are only three primary colours and yet they allow us to produce every single colour, tone and hue in the world."

## Introduction

Knowledge is power! Understanding yourself and your behaviour will guide you to becoming more effective in your current situation and enable you to prepare for future opportunities.

## This Analysis

The scores and statements in this analysis are based entirely on your pattern of responses to the DIScovery Personality Test - how you answered the test. Please remember this when you are considering this report.

## Getting the most out of this Analysis

Resist reading 'good' or 'bad' into any of the scores or statements. Whether a person's behaviour can be described as 'good' or 'bad' will depend on the situation. What may be described as an asset - for example high dominance - in one situation may prove to be a liability in another situation.

Even though our tendency to act in consistent patterns is strong we do not always respond the same way to all situations. Therefore, you may want to visualise yourself in several different situations that you normally face in your life. This might help to clarify any descriptions in this analysis.

If parts of the report appear to be inaccurate or inconsistent with a great deal of your life history, go with your history - this makes commonsense. However, the possibility exists that in some instances you may not have thought objectively about certain aspects of your behaviour. If after reflection, the information still seems to be at odds with your experience, you might discuss the information with some people who know you well.

## To receive maximum benefit from this analysis, you may wish to:

- read it several times.
- share it with other people who know you well. Ask them if they think that it is an accurate description of your personality.

## Content

### Section 1

Your DISCOVERY Graph and Trait Descriptions

This indicates your score for each of the 4 traits measured by the DISC model. (Please remember there are many more other personality traits that are not measured by this particular model.)

Section 1 also provides a brief narrative description of behaviours associated with each of the 4 specific traits.

### Section 2

\* An indication of how the four traits are likely to integrate - to blend together - to influence your behaviour, attitudes and how you relate to other people.

\* Your primary strength/s

\* Suggestions/advice on ways to increase your effectiveness.  
Identification of behavioural areas that may need specific attention.

### Section 3

Describes your DISC Pattern or Classification

There are literally thousands of different combinations of graph scores. To aid interpretation experts have defined 18 Patterns or Classifications. These patterns have been given names. The objective of these names is to give a single descriptive term that captures the essence of that behavioural profile.

### Section 4

\* Career Options - Job Hunting

\* Resume/CV



### More Information

The theory behind the DISCOVERY Personality Test and information about DISC Patterns/Classifications.

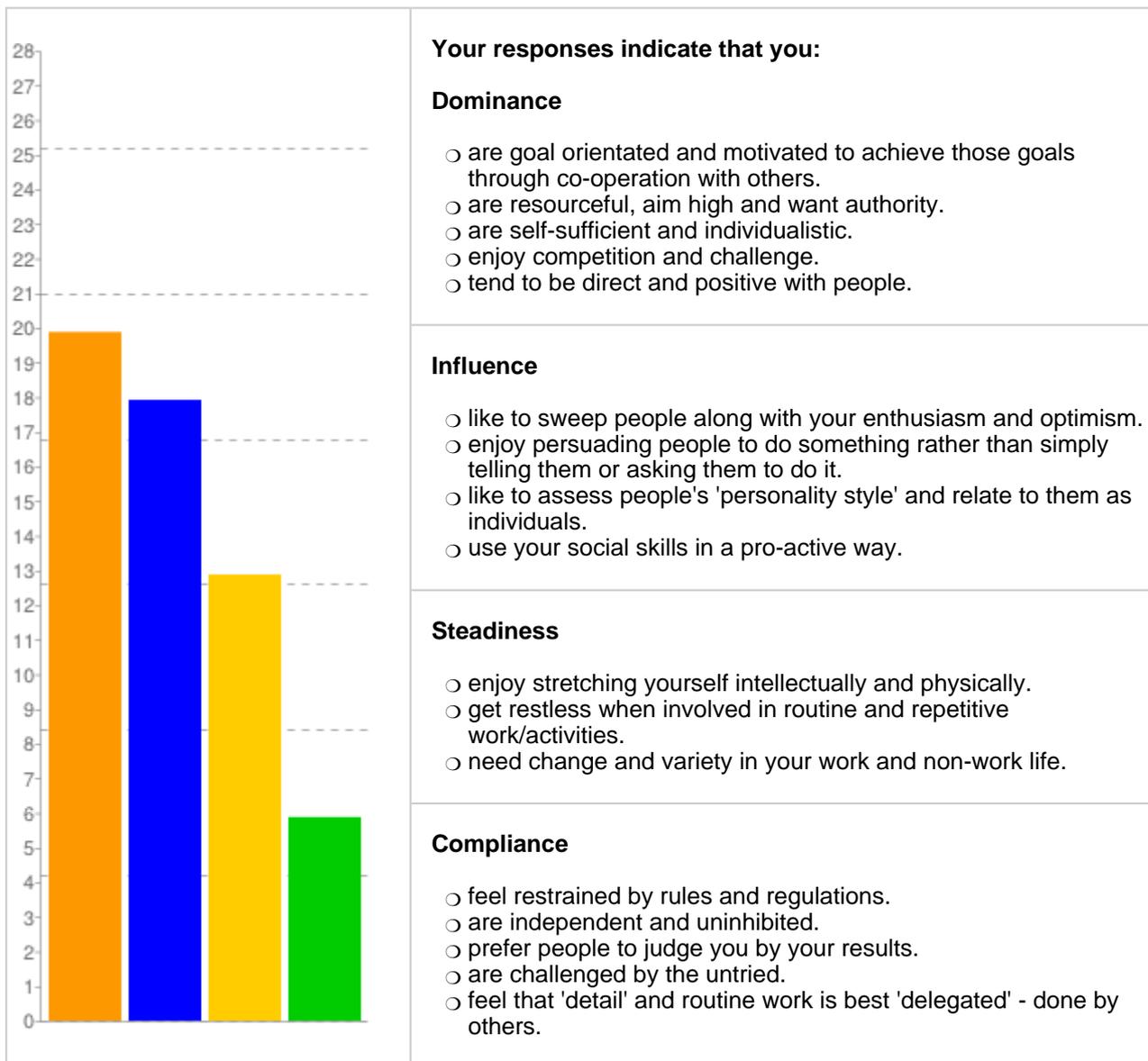
Section 1

### DIScovery Graph & Trait Descriptions

Your specific distribution of scores on the DISC personality test is an indication of your unique personality. You can think of this as your DISC Personality 'DNA'. In the chart below you see your distribution of scores.

#### Interpretation Hint

The highest percentage is likely to be your most dominant personality factor, the second highest your next most dominant personality factor and so on.



## ●●●● Section 2

When considering Sections 2 & 3 please remember that it is the interaction and blend of the four traits measured that influences your behavioural outcome rather than the behaviour associated with just one single trait.

### Your DISCOVERY Summary Personality Profile

**You like to stand out from the crowd.** You have a strong inner motivation to influence people and circumstances. You thrive on competitive situations and challenging assignments.

You may take chances that might un-nerve others.

The stresses and pressures of everyday work and life are unlikely to reduce your effectiveness and enthusiasm.

Beware of causing bad feeling by being too much of a manipulator. People may sometimes feel 'used' by you for your benefit rather than theirs. However, most often you are likely to be perceived as likeable, persuasive and inspirational.

#### Your primary strength

Your ability to persuasively drive and inspire people!

#### To Increase Effectiveness

Remember some people may not be as dynamic as you. Develop and use your patience. Stand back and think a while. Perhaps others may need a little extra help to attain their personal goals.

## ●●●● Section 3

### DISC Patterns or Classifications

To help communication and understanding, researchers and experts in the DISC Personality Model have defined what are known as DISC Patterns or Classifications. The different Patterns are based on the interaction of the four traits measured by the DISC model.

The Patterns have been given names. The objective of these names is to give a single descriptive term that captures the essence of that personality profile.

#### The Inspirational

The Classical pattern that is most similar to your personality profile is frequently called 'The Inspirational'.

Here are some key words that people often use to describe 'The Inspirational':

Daring | forceful | enthusiastic | persuasive | self-promoting | change-oriented | active | stubborn | independent.

•••• Section 4

## Career Options - Job Hunting

Obviously when considering your career options, you have to take into account academic and professional requirements, acquired/transferable skills, experience and your own personal financial needs.

In an ideal world (!) - based on your personality profile - we suggest that you particularly consider jobs that allow you to be involved primarily with people. Work that involves a good degree of change and new challenges.

## Resume/CV

If you are a job hunter we suggest that you might also like to let a prospective employer know your strengths and key values to an organisation as defined by The DIScovery Test. So why not include these on your Resume/CV? For example you could copy and paste the following:

*I have taken the Discovery Test at <http://www.disctest.co.uk> and here is an extract from my analysis:*

'Your prime value to an organisation is your ability to persuasively drive and inspire people towards goals and objectives.'

## End of DIScovery analysis for A. Specimen



## Additional Information

### The theory behind the DIScovery Personality Test

This test is based on the highly successful DISC model of personality. Tests based on this model have been administered more than 50 million times throughout the world to help select and develop people.

The DISC Theory was developed by William Moulton Marston in the 1920's. (W. M. Marston: 1893-1947, Harvard graduate, lawyer, psychologist and educational consultant.) Since then the theory has been refined and validated by many eminent psychologists and HR professionals. The DIScovery Personality Test takes this a step further.

### DISC Patterns or Classifications

Here is our brief, succinct and informative summary of the DISC patterns - [click here](#)  
Of course, if you want to find out more there is a wealth of information about this subject on the internet - just Google it!