



# The **Discovery** Personality Test

Researched, created and validated by Psychological Research Foundation LLC.  
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## Your Report

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### Introduction

Your personality - as well as skills and experience - has a tremendous impact on your work success, personal growth and relationships.

The **Discovery** Personality Test analyses your personality and behaviour - both in work and non-work situations. Based on the widely used DISC personality model, your report indicates your strengths and possible areas for self-development.

This report does not pretend to be 100% accurate - all personality test measurements contain some error.

### Saving your Report

The person who asked you to complete The **Discovery** Personality Test may wish to discuss these results with you. You might also like to share your report with people who know you well. Ask them if they think that it is an accurate description of your personality.

Therefore we strongly recommend that:

1. you print a copy to refer to.
2. save a copy on your computer.
3. keep a copy of the email that you received giving you a link to this report.

### 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.

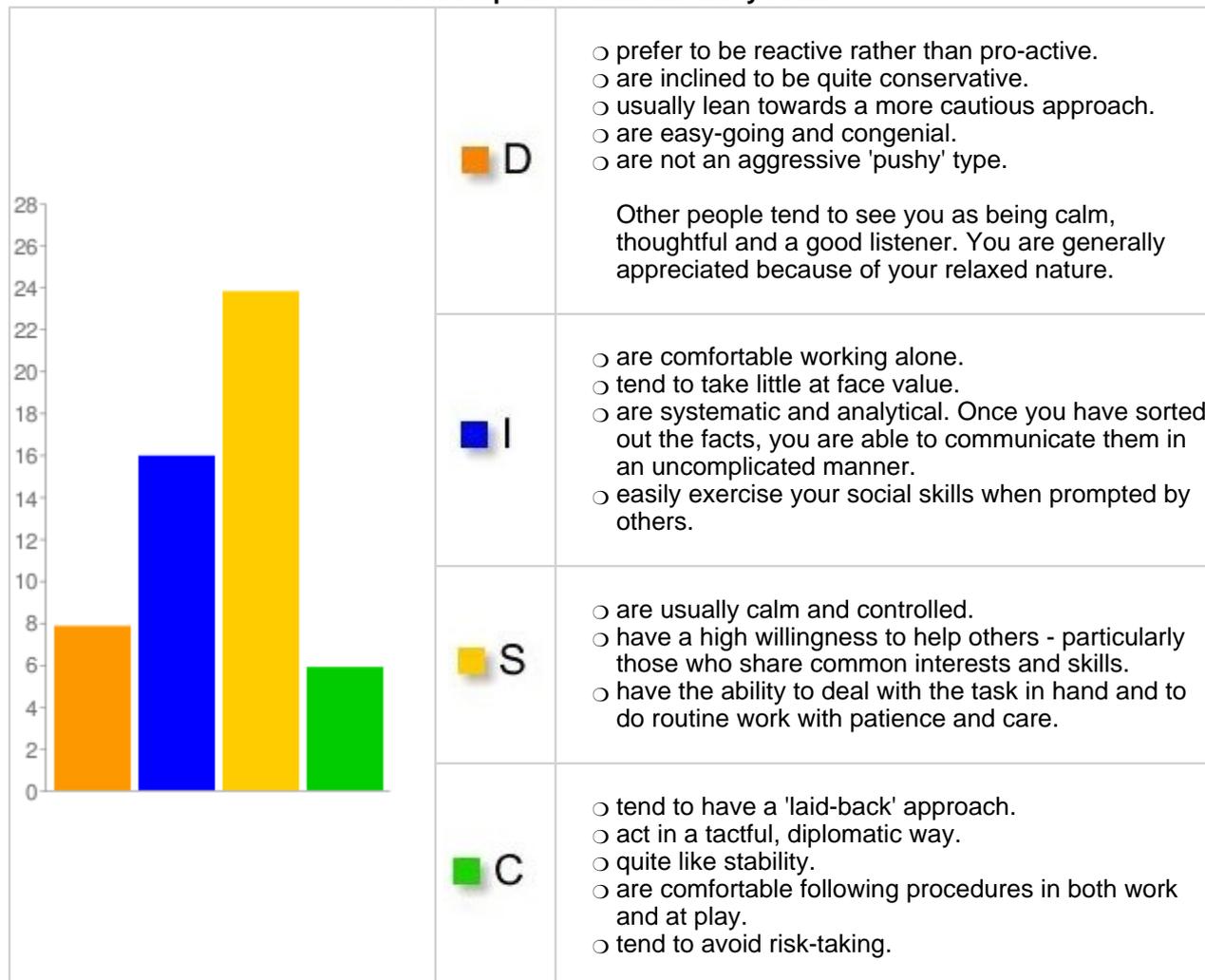
The DISC Theory was developed by William Moulton Marston in the 1920's. (W. M. Marston: 1893-1947, Harvard graduate, lawyer, psychologist and educational consultant.) Since then the theory has been refined and validated by many eminent psychologists and HR professionals. The Discovery Personality Test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

<b>DISC Personality Model</b>	
<b>Dominance</b>	Describes the way you deal with problems, assert yourself 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.



## Your DISC Profile

Your responses indicate that you ....



## Your Personality Profile & Summary

**You are considerate, patient and willing** to help others - particularly your special band of friends.

You are able to get on with and work well with all types of people - people who have different operational styles.

You should be good at handling the strains and pressures of every day life. You are unlikely to be overly reactive and emotional. In times of dissent you are likely to follow the majority.

You like familiarity and you like to be consistent in your work habits. People are likely to see you as a good example of a steady, reliable worker.

### Your prime value to an organisation

Your dependability and consistency. Your ability to maintain, and keep in order, established procedures and plans.

### Tactics & Strategies for Increased Effectiveness

Sometimes you may find it of value to be somewhat less accommodating. You don't always need to put others first. Frequently it is important to take a firm stand about what you believe to be important and right.

Try not to be wary of the unfamiliar... of new approaches. Frequently they can be very productive and rewarding. Both personally and career-wise.



## DISC 'Type' or 'Classical' Patterns

### Comparing your personality profile to the DISC 'Type/Classical' Patterns

There are many thousands of combinations of the four DISC scores. Therefore, to help communication and understanding, researchers and experts in the DISC Personality Model have defined what are known as Type or Classical patterns.

Type/Classical patterns are based on the relationship between the scores for the four DISC areas measured ... on the 'shape' of the profile.

*(Type/Classical patterns are given names. The objective of these names is to give a single descriptive term that captures the essence of that personality profile.)*

### 'The Specialist'

The Type/Classical pattern that is most similar to your personality profile is frequently called 'The Specialist'.

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

Dependent; self-reliant; unassuming; factual; logical; stable; deliberate; patient; analytical; conventional; systematic; accurate

