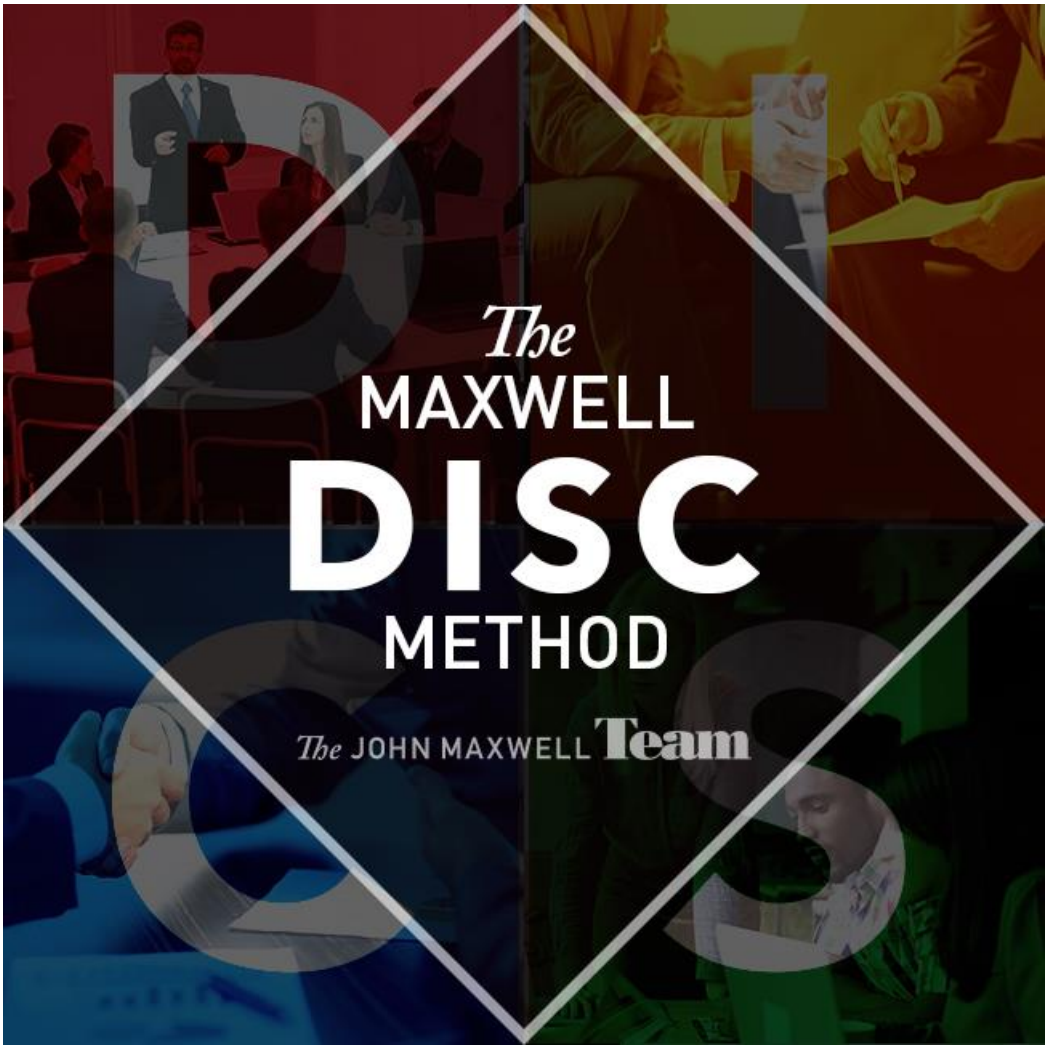

Sally R. Sample

Maxwell DISC Student Success Report

Monday, August 5, 2019

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Wow!

Wow, you are amazing!

Great job answering the questions! Some of them might have been easy to answer, and some may have been difficult; but you did it!

Your Next Steps

Have your parent, grandparent, or other family member review this report with you. It is special to have a report that is all about you, and they can share with you how they see your strengths, too.

Here is what you will learn.

You will learn your unique personality.

Unlike a test you may take in school, there is no pass or fail. This report simply shows which of the four primary personality styles you have the most energy in. There is no good or bad report, just like there is no good or bad thumbprint. Each of us has special gifts, talents, and personality traits that make us amazing.

You will discover how your personality shows up with others.

This will be helpful at home and at school.

You will see typical ways you may act in school.

And you will find new ways to enjoy school, learn in ways that come easier to you, and communicate with your classmates and teachers.

You will learn how to grow into the best version of YOU!

Growth is an important part of life. You know that because you have already grown a lot! This report will help you grow into the best version of YOU...not someone else, but YOU. You don't have to be like everyone else. You have special strengths, skills, and talents. Use what you learn in this report to grow those strengths, skills, and talents even more.

You will learn what motivates you.

Homework. School work. Clean your room. Eat your vegetables. Sometimes you are asked to do things you may not want to do, but that are important for your health and future success. How can you motivate yourself to actually *want* to do these things and more? You must know your motivators. With the right motivators, even hard work becomes easy (and maybe even fun) for you.

You have some great strengths! Whether you call them strengths, gifts, or talents, these are the areas where you can have the most success.

And now, take some time to read through this "Book of You" to learn all about the amazing person you are and how you can become even more so in the future.

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Overview of DISC Behavioral Styles

What are Personality Styles?

Personality = How you respond to people and tasks!

What you need to know:

- There are four basic personality styles identified by great thinkers .
- These have become known as DISC Personality Styles.
- Each letter D.I.S.C stands for a different way people behave .
- All people are a combination of all four styles.
- All personality styles are good and have good qualities, and they all have things they can work on to become even better.

D stands for:

DETERMINED

A *Determined* person:

- Does not give up easily
- Knows what they want
- Likes to be the leader
- Tries hard to win
- Can be daring or fearless
- Is self-assured
- Is not shy
- Can be competitive

I stands for:

INFLUENCING

An *Influencing* person:

- Truly loves people
- Enjoys talking and sharing
- Wants to show others
- Changes their mind quickly
- Can make you laugh
- Is trusting with others
- Is enthusiastic
- Is great at persuading people

S stands for:

STEADY

A *Steady* person:

- Is kind to everyone
- Is patient and friendly
- Will be respectful
- Often tries to please others
- Will join others in fun
- Will be loyal
- Enjoys group activities
- Likes to take ownership

C stands for:

CONSCIENTIOUS

A *Conscientious* person:

- Really enjoys tasks
- Likes to be organized
- Will concentrate and think
- Knows the details and facts
- Finds solutions
- Can be independent
- Likes to find a routine
- Can be sensitive

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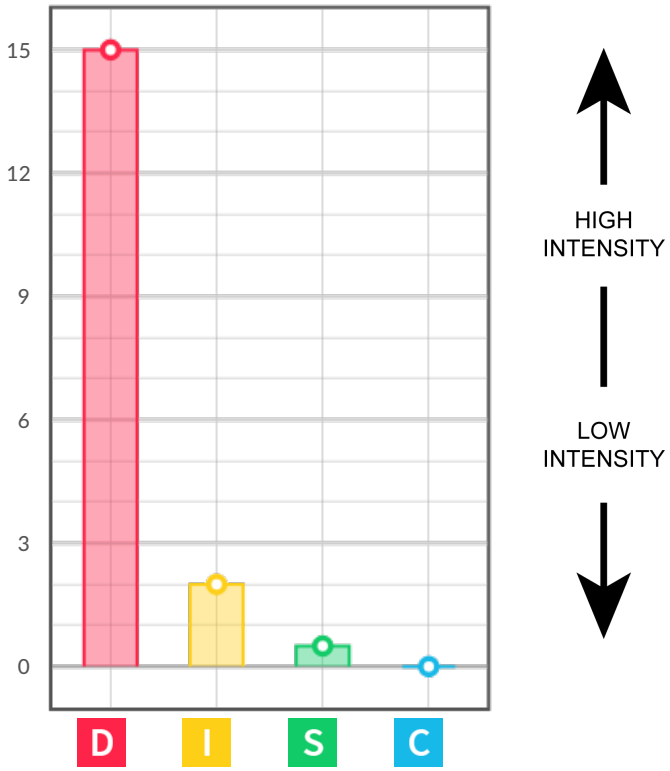
Your DISC Graph



Your DISC Graph

Your DISC Graph is the best way to see your personality traits all at once.

As you can see, all your personality traits are used - Determined, Influencing, Steady, Conscientious - but some are more expressed than others.

The higher the score, the more intensely that trait will be expressed. The lower the score, the less intensely that trait will be expressed.

- Values between 0-3 are considered **very low** energy investment
- Values between 4-6 are considered **low** energy investment
- Values between 7-9 are considered **average** energy investment
- Values between 10-11 are considered **high** energy investment
- Values between 13-15 are considered **very high** energy investment

The higher the points are on your graph in a style, the more positively you feel about that style. Ultimately, the higher you score on the graph in a particular style, the more energy you will invest in achieving the outcomes represented by that dimension.

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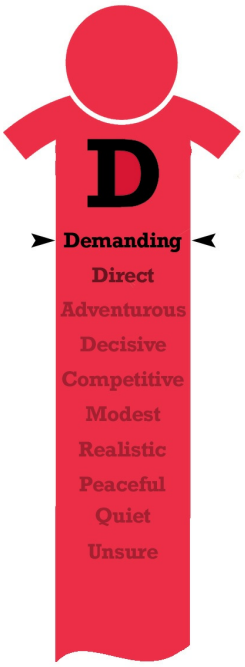
Intensity of Your DISC Style



The Intensity of your D style

On a scale from 1 to 10, your D energy is: 10

D stands for Determined. A determined person does not give up easily . They know what they want, they like to be the leader, and they will try hard to win. There is a little "D" in all of us. How much "D" do you think is in you? Look at your graph to find out.

Check out the chart provided for a description of your style intensity.

The higher your "D" style, the more active and aggressive you will tend to be. The lower the "D" style, the greater the tendency for you to want to think about things before taking action.

The Intensity of your I style

On a scale from 1 to 10 your I energy is: 2

I stands for Influencing. An influencing person truly loves people. They enjoy talking, laughing, sharing, and being out in front of others. They are happy and tend to be involved in social activities. There is a little "I" in all of us. How much "I" do you think is in you? Look at your graph to find out.

Check out the chart provided for a description of your style intensity.

The higher your "I" style, the more outgoing and talkative you will tend to be. The lower the "I" style, the more introverted and quiet you will tend to be. High "I"s tend to be faster paced while low "I"s are relatively slower.

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Intensity of Your DISC Style

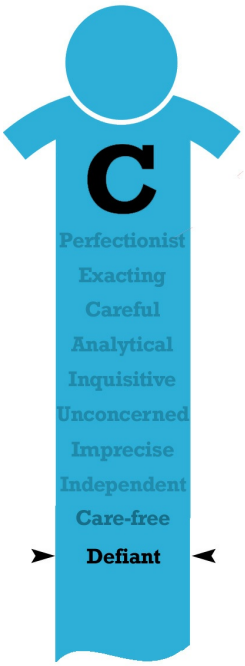
The Intensity of your S style

On a scale from 1 to 10 your S energy is: 1

S stands for Steady. A steadfast person is very kind, patient and friendly. They are very respectful, good listeners, and enjoy pleasing others, but would rather not lead or be in front of others. There is a little “S” in all of us. How much “S” do you think is in you? Look at your graph to find out.

Check out the chart provided for a description of your style intensity.

The higher your "S" style, the more resistant to change you will tend to be. The lower the "S" style, the more flexible and open to change you will tend to be.



The Intensity of your C style

On a scale from 1 to 10, your C energy is: 1

C stands for Conscientious. A conscientious person truly enjoys tasks. They like to be organized and can concentrate for long periods of time in order to figure out a project or find a solution to a problem. There is a little “C” in all of us. How much “C” do you think is in you? Look at your graph to find out.

Check out the chart provided for a description of your style intensity.

The higher your "C" style, the greater your respect for, and the more likely you are to follow, rules and regulations. The lower the "C" style, the higher your chances of not wanting to follow the rules.

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Your DISC Style Blend

Your Style Blend is a combination of all personality dimensions higher than six (6) on your graph.

Determined/Influencing/Steady Blend

Sally R. is a DIS style.

Although Sally R. is typically people-oriented, DIS children can also be driven to accomplish tasks. Sally R. is not afraid to take the lead when necessary and can be an effective leader. DIS children can have a tendency to be disorganized and procrastinate when it comes to unpleasant tasks. Helpful, friendly and sympathetic, Sally R. has the ability to help others feel welcomed.

With people, Sally R. can be:

Confident	Strong-willed
Outspoken	Talkative
Friendly	Sociable
Cheerful	Persuasive
Distracted	Sensitive
Steady	A team player

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Your DISC Style Blend Continued

To grow, Sally R. could:

Try to be more patient.
Pay more attention to details.
Focus on finishing things.
Try to incorporate others' ideas and feelings.
Be less emotional when making decisions.

At school, Sally R. can be:

Practical	A hard worker
A leader	Independent
Determined	Inspiring to others
Entertaining	A daydreamer
Unfocused	Eager to please
A helper	Sensitive

Tips for Parents, Guardians, and Teachers:

Help Sally R. set realistic goals.
Don't be overly pushy or aggressive with Sally R.
Give Sally R. step-by-step instructions.
Avoid power struggles with Sally R.
Help Sally R. to see different alternatives.
Encourage Sally R. to accept the ideas of others.

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For The Student

Your Style Blend is a combination of all personality dimensions higher than six (6) on your graph.

Your Strengths and Motivators:

Sally R.'s strengths are:

- Outgoing
- Social
- Natural leader
- Inspiring and motivating
- Strong completion rate of high quality work
- Creative
- Driven

Sally R. is motivated by:

- Team goals being reached
- Freedom from routine and mundane tasks
- Appreciation and praise from peers
- Being able to direct and pioneer

You are uniquely gifted to be very successful. Use the motivators to help you move forward and speak with your family and teachers about how you can use your strengths in more ways. You are gifted in unique ways. Your future is very bright!

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For Your Parents and Family

For Parents and Guardians

Your child is amazing and naturally gifted with strengths, motivators, and unique personality traits, many of which you have already experienced.

Parents and caregivers play a major role in creating an atmosphere for each child's success as a student and in life! Since information is power, information about your child's strengths, motivation, and personality style provides a unique opportunity to create tailored learning experiences that will help your child develop to their highest potential.

"Leave your world, and enter theirs."
– Dr. Marlene Evans

Communication is the cornerstone of successful family relationships.

Entering their world of communication can be highly impactful. This report provides you with great insight into the communication style that works best for each child, based on how they are uniquely wired. You can use the recommendations in this report to communicate in the DISC language that is most effective for the unique preferences of your child. When it comes to motivation, use the insight shared in this report to provide targeted incentives.

As you witness your child's gifts and talents shining through, while you build deep connection with them, you are providing a springboard for your child's future!

It is beneficial for you to know and understand your own style as well.

Ask your John Maxwell Team Member to share with you how to complete your own Maxwell DISC Personality Indicator Report to understand your personal DISC style. Examining your style and the styles of other family members will give you great insight.

Together, you and your family can learn to understand and appreciate each other's similarities and differences, create greater compatibility and respect, and build solid relationships for life.

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Using DISC to Improve Relationships

1) Remove emotional roadblocks that create misunderstanding.

There are times when your child makes you crazy. That's ok-they feel the same way about you! DISC promotes interpersonal empathy that diffuses anger, resentment, and misunderstanding. After both of you have taken your DISC test, talking with your child about your personalities can be an eye-opening and confirming experience. When you both understand that differences are based on your natural personality, it's more difficult to feel anger towards the other person.

Realizing that behavior comes from an instinctual place can prevent negative emotional reactions and behavior. Better yet, when you know the best ways to communicate, your conversations will be more productive, open and effective. To avoid your child's big red buttons, remember to ease their biggest fears: D's don't want to lose control, I's need to feel liked, S's need to feel secure, and C's don't want to be criticized.

2) Accept your differences.

Parents that share the same personality as their child have an advantage when it comes to relationship building. It's easier to understand your child, how they think, and how they feel. Conflict is still possible, of course, especially if you and your child both share dominant D personality styles. However, understanding comes easier when you share common traits. For those who don't, it takes more work. When you have knowledge of DISC, you understand that if you have an I personality, you may be frustrated with one-word explanations from your child. Or, if you are a C, your I child may drive you crazy by changing their mind, making messes and being late.

Remember that you can't change the nature of your child's personality, and you can't force them to be someone they are not. You can work to augment their style; but ultimately, you need to work with their style, rather than against it. Appreciate the fact that differences in personality require different approaches, and be willing to adapt your style.

3) Reinforce your child's strengths.

There are dirty dishes in the sink and clothes strewn all around the bedroom. None of the chores are done and your child is weaving a creative narrative on the phone. In another home, a daughter has delegated all her chores to her younger sister. Another home reveals a child who has yet to do his chores because he's still working on the color-coded flow chart of tasks they created to organize their responsibilities. Yes, these things are going to frustrate you, but don't let them get in the way of seeing what's amazing about the expertise and mastery of your child. Look at their DISC style closely and you'll see that every personality style has amazing and admirable strengths and limits. Concentrate on maximizing their strengths and working within their limitations, knowing that what appears to be limiting them now may someday make them strong, capable and even successful adults if you can figure out how to channel and positively encourage their strengths.

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Improving Communication

Use the information provided to help you improve communication.

Sally R.'s communication style is primarily "Determined".

Phrases you can use to encourage the "Determined" child:

- "I admire your courage."
- "I like your confidence."
- "I like your energy."
- "You really stick to things."

The Determined Child with:

- **The D Adult:** Be strong but willing to bend. D children will challenge and try to intimidate. Often, egos will clash because you are both focused and determined. Offer choices and encourage their decision-making processes. Give them options so they have a choice. This child needs to focus on one or two endeavors to invest his/her energy and determination.
- **The I Adult:** Speak to this child in his/her own language. D children may be bored by the I parent's humor or silly interactions, thinking it is a waste of time. Let the child make suggestions and decisions. Show that you are capable of carrying out your goals. Let them know you have follow-through and can be self-disciplined; always be consistent.
- **The S Adult:** The D child may try to overpower you. Don't become defensive; but remain relaxed and try to reach solutions based on both the child's perspective and yours. Don't be a pushover; always let them know who's boss. Stand your ground. D's respond to decisiveness, directness, and strength, not emotions.
- **The C Adult:** You both are focused on the goal but have different ways of getting there. Don't place too high of an emphasis on details and being correct. Challenge the child to take the time to consider the facts rather than decide impulsively. Speed up your pace to compete with their energy.

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Improving Communication Continued

Use the graph provided to help you improve communication with Sally R.

Characteristics of D Children	Tips	More Explanation
Ds like to be in control.	Make sure you establish that you are in control.	As early as possible, establish that you are the boss and you call the shots. This is especially important for the I, S, and C parents. If you aren't an authority figure, he/she will not respect or listen to you.
Ds want to make all the choices.	Allow them to make their own choices.	Make sure you give him/her the options. (i.e. "choose the blue shirt or the green shirt"). He/she made the choice, but you gave him/her the options within your boundaries.
Ds are motivated by goals.	Give them goals.	Help him/her establish goals since he/she is goal oriented.
Ds like things that are tangible.	Make their goals tangible.	Give your D child a responsibility chart so he/she can see their progress and be encouraged by it.
Ds are always in competition.	Make their goals a competition.	A Determined child does not necessarily need to compete with others; instead, allow him/her to earn something they value once they have earned enough points, money, or privileges. He/she likes to reach goals to have a sense of accomplishment and achievement.
Ds are active and energetic.	Give them opportunity for plenty of physical activity.	Each day, D children should have the opportunity to stretch out and be active in some task or activity.
Ds are very focused and hands-on.	Give your D child opportunities to focus their energy	Playing a musical instrument, doing artwork, playing games, and building are all hands-on tasks that allow your child to focus his/her energy.
Ds say what they mean and mean what they say.	Use follow-through on your discipline.	This is important for I, S and C parents especially. D children will always try to "push" you and see how much they can get away with. With a D child, it is important that you do what you say and say what you do. If you don't, the D child will think they are in control.

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For The Parent or Guardian

Your Style Blend is a combination of all personality dimensions higher than six (6) on your graph.

This section is provided for Sally R.'s parents and guardians:

Motivators for Sally R. include:

- Team goals being reached
- Freedom from routine and mundane tasks
- Appreciation and praise from peers
- Being able to direct and pioneer

Helping Sally R. to grow:

- Stress that he/she should try to become a more "active" listener.
- Encourage being more attentive to other team members' ideas until everyone reaches a consensus.
- Promote becoming less controlling.
- Encourage development of a greater appreciation for the opinions, feelings and desires of others.
- Help him/her to put more energy into the details and process.

When communicating with Sally R.:

- The goal is important, but he/she probably wants to have fun along the way. Give them an opportunity to make decisions and to talk about their ideas.
- There is a tendency to not want to get involved with too many details. You may lose his/her attention if you focus on fine points rather than on the "big picture."

You can encourage Sally R. by using phrases such as:

- "Your drive and determination make you a good leader."
- "You are a good motivator."
- "I can trust you will do a good job when unsupervised."
- "You know how to get things done."

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For Your Teachers

Educators, thank you for the important work you do!

You are on the front lines of the communication and learning efforts for each student whose life intersects with yours. We recognize that teachers often have many students in every class, making it a challenge to know what works best for each. Learning each child's personality, motivation, thinking methodology, and best atmosphere for success takes time. And for you, that is a limited resource.

It is with great pleasure that we provide you with this valuable tool to help you learn about your student in a way that is in-depth, effective, and that honors your time and focus.

The report your student has completed (the **Maxwell DISC Student Success Report**) provides comprehensive insight into your student's personality, motivators, study skills, group learning preferences, decision-making methodology, and so much more. As an educator equipped with the **Maxwell DISC Student Success Report**, you now have a tailored roadmap for your student's path to success.

This report is based on the DISC methodology of human behavior. Dr. William Moulton Marston, while at Harvard University in the 1920's, developed the DISC Theory while doing research for his book, *The Emotions of Normal People*. When his research was complete, the DISC Theory was formed into a validated and reliable assessment for personal and professional development. DISC is the methodology used in this report to identify your student's strengths, behavioral personality, and motivators.

We have a much deeper report for older students and adults as well, and the Maxwell DISC Certified specialist who provided this report can provide you with information about these additional reports.

Thank you for making a difference in the lives of your students!

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For The Teacher or Instructor

Your Style Blend is a combination of all personality dimensions higher than six (6 on your graph.

This section is provided for Sally R.'s teachers and tutors.

Sally R.'s strengths are:

- Outgoing
- Social
- Natural leader
- Inspiring and motivating
- Strong completion rate of high quality work
- Creative
- Driven

Sally R. is motivated by:

- Team goals being reached
- Freedom from routine and mundane tasks
- Appreciation and praise from peers
- Being able to direct and pioneer

The ideal environment for Sally R. is:

- A competitive environment with rewards
- Being able to lead others
- Freedom from controls, supervision, and details
- Personal evaluation based on his/her results, not their methods

Ways you can help encourage growth in Sally R. are:

- Help him/her to become a more "active" listener.
- Encourage him/her to be attentive to other team members' ideas until everyone reaches a consensus.
- Show the benefit of becoming less controlling and domineering.
- Promote being less self-centered.
- Encourage development of a greater appreciation for the opinions, feelings, and desires of others.
- Encourage putting more energy into the details and process.

Sally R. may fear:

- Being taken advantage by others; rejection by others

Sally R. may say:

- "Can I be in charge of that?"
- "Just summarize the main points."
- "I can get the same results by doing it another way."

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