



What is the Employee DISC Personality Assessment?

Because there are only four basic behavioral styles in the DISC system, it is easy to learn. Yet, despite its simplicity, the DISC personality assessment is very powerful in terms of understanding why people do what they do — and then using this knowledge to reduce conflict and improve working relationships.

This report will outline conflict style, communication style, and how to best work with a team.

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The DISC Assessment

Your Behavioral Style

The DISC system is a simple but powerful way to understand people's behavior and the way they interact with one another. This system describes people—and their behavior—in terms of four broad styles: Drive, Influence, Support, and Clarity.

Although everyone uses all four styles, most of us depend on one or two most of the time. Understanding your dominant style can help you to understand how others see you, where conflict is likely to arise, and what sorts of work roles will suit you best.

DISC assessments are frequently used in the workplace to help teammates better understand one another and how to work together. Whether you're taking this assessment as a team activity or on your own, you can expect to gain a better understand of how you approach the people around you.

Let's begin by taking a broad look at your scores on the four DISC quadrants.

DRIVE

Takes charge and gets things done. Makes decisions and focuses on results. Blunt, ambitious, and goal oriented.

CLARITY

Works steadily and systematically. Focuses on order, accuracy and precision. Methodical, precise, and conscientious.



INFLUENCE

Engages others and shares enthusiasm. Inspires and persuades others. Energetic, outgoing, and warm.

SUPPORT

Is helpful and shows care for others. Looks for ways to assist and serve. Caring, kind, and humble.

Workplace Priorities & Talents in Action

As a person with a Clarity style, your workplace priorities focus on accuracy, stability and challenging assumptions.

Regardless of the specifics of the task, you will prioritize analysis over action, and you won't be comfortable with making decisions until the analysis is correct and reliable. This means that you require more time than most to analyze all the possible options before moving forward.

You aren't a natural self-starter, but once a task has been assigned to you, you will ask questions until you fully understand the requirements and expectations. You want a deadline but not one that impacts your ability to complete the work to an exceptional level. You need to be able to work at a consistent and steady pace, following a detailed schedule in a distraction-free environment.

Typically, people with Clarity styles don't value socializing, seeing it as a distraction to the work that needs to be done. You are reserved with personal stories and opinions but will not hesitate to question illogical shortcuts, random dates or bold ideas.

When people who prefer Clarity are in the process of developing their talents, they will view change for the sake of change as irresponsible, and overly expressive people as manipulative. Their default response is to isolate themselves from the 'crazies' and hide behind a wall of 'I know best' rightness.

Yet true clarity comes from being able to appreciate the perspectives of others and incorporate them into the analysis. It also requires becoming comfortable with acknowledging one's mistakes. Long-term success will come from developing a greater appreciation for working with others.

STRENGTHS & TALENTSBLIND SPOTS

<ul style="list-style-type: none">•Gathering, analyzing and testing information•Having a different perspective•Being thorough•Clearly defining expectations•Setting high standards•Adhering to key directives and standards•Weighing the pros and cons•Analyzing performance critically•Using a systematic approach to tasks•Planning long-range goals•Concentrating on key details•Being diplomatic with people•Using subtle or indirect approaches to conflict•Questioning bold action	<ul style="list-style-type: none">•Bound by procedures and policies•Gets bogged down in details•Prefers not to verbalize feelings•Will give in rather than argue•Struggles to acknowledge mistakes•Suspicious of others•Lacks clear boundaries•Struggles to be enthusiastic•Building professional networks•Promoting own talents or opinions•Seeking out new opportunities
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