

	<h2>DISC Report</h2>	Forename: <input type="text" value="Mark"/>
		Surname: <input type="text" value="Crownover"/>

Your scores: **DOMINANCE** **INFLUENCE** **STEADINESS** **COMPLIANCE**

On this occasion your answers have been compared against a cross section of the population. Please understand that your test score and range may be higher or lower if you were to be compared against a different population, cultural or occupational group. Your score will also have been influenced by your honesty, spontaneity and current degree of self-awareness.

Save a prospective employer time and money - add your results to your CV. [To get best results we recommend that you print landscape or copy the text into a Word Document.]

The Ubiquitous DISC Reporting Method

You will find 3 descriptions for each of the areas measured - a 'Low', an 'Average' and a 'High' description.

Translate your score into a range and study the appropriate description.

Please read the descriptions for the other two ranges as this will give you an understanding of the behaviour of people who score in those ranges.

Score ranges:	LOW	AVERAGE	HIGH
	0 - 30	31 - 68	69 - 100
Distribution for normal adult population	31%	38%	31%

When reviewing your scores, please remember, we are all a differing mixture of strengths and limitations. On occasions, skill and experience will compensate for our limitations. On other occasions lack of skill or experience may prevent us from maximising our strengths.

DOMINANCE

Your Score:

Low Range 0 > 30	Average Range 31 > 68	High Range 69 > 100
<p>People who score in the low range:</p> <ul style="list-style-type: none"> ~ tend to want peace and harmony. ~ prefer to let others initiate action and resolve problems. ~ are quiet and indirect in their approach to most situations. ~ are usually cautious and calculate risks carefully before acting. <p>They are generally well liked because of their mild and gentle nature. Other people will tend to see</p>	<p>People who score in the average range are likely to possess and display a mixture of the traits and behaviours associated with both high range and low range scores. A well balanced mix of the best of both ranges.</p> <p>People who score in this range are unlikely to be 'extreme' types.</p>	<p>People who score in the high range:</p> <ul style="list-style-type: none"> ~ enjoy competition and challenge. ~ are goal orientated and want to be recognised for their efforts. ~ aim high, want authority and are generally resourceful and adaptable. ~ are usually self-sufficient and individualistic. ~ may lose interest in projects once the challenge has gone and

them as being patient, calm, thoughtful and a good listener.

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they tend to be impatient and dissatisfied with minor detail.

They are usually direct and positive with people, enjoying being the centre of attraction and may take it for granted that people will think highly of them. They may have a tendency to be rather critical of others. Consequently, other people may tend to see them as being rather domineering and overpowering.

INFLUENCE

Your Score:

Low Range 0 > 30	Average Range 31 > 68	High Range 69 > 100
<p><i>People who score in the low range:</i></p> <ul style="list-style-type: none"> ~ are usually socially passive. ~ quite frequently have an affinity for things, machinery and equipment. ~ are generally comfortable working alone. ~ frequently have a tendency to be analytical and once they have sorted the facts out they communicate them in a straightforward direct way. ~ tend to take little at face value. <p>They may well have learned and developed good social skills but they only bring these into play when logic dictates such tactics.</p>	<p>People who score in the average range are likely to possess and display a mixture of the traits and behaviours associated with both high range and low range scores. A well balanced mix of the best of both ranges.</p> <p>People who score in this range are unlikely to be 'extreme' types.</p> <p>Back to top</p>	<p>People who score in the high range:</p> <ul style="list-style-type: none"> ~ are strongly interested in meeting and being with people. ~ are generally optimistic, outgoing, and socially skilled. ~ are quick at establishing relationships. <p>Sometimes their concern for people and people's feelings may make them reluctant to disturb a favourable situation or relationship.</p>

STEADINESS

Your Score:

Low Range 0 > 30	Average Range 31 > 68	High Range 69 > 100
<p>People who score in the low range:</p> <ul style="list-style-type: none"> ~ tend to enjoy change and variety in their work and non-work life. ~ are expansive by nature and tend not to like routine and repetitive work/activities. <p>They enjoy stretching themselves intellectually and physically.</p>	<p>People who score in the average range are likely to possess and display a mixture of the traits and behaviours associated with both high range and low range scores. A well balanced mix of the best of both ranges.</p> <p>People who score in this range are unlikely to be 'extreme' types.</p> <p>Back to top</p>	<p>People who score in the high range:</p> <ul style="list-style-type: none"> ~ are usually patient, calm and controlled. ~ have a high willingness to help others particularly those they consider as friends. <p>Generally they have the ability to deal with the task in hand and to do routine work with patience and care.</p>

COMPLIANCEYour Score:

Low Range 0 > 30	Average Range 31 > 68	High Range 69 > 100
<p><i>People who score in the low range:</i></p> <ul style="list-style-type: none"> ~ are independent and uninhibited. ~ resent rules and restrictions. ~ prefer to be measured by results and are always willing to try the untried. <p>Free in thought, word and deed, they long for freedom and go to great lengths to achieve it. They feel that repetitive detail and routine work is best 'delegated'.</p>	<p>People who score in the average range are likely to possess and display a mixture of the traits and behaviours associated with both high range and low range scores. A well balanced mix of the best of both ranges.</p> <p>People who score in this range are unlikely to be 'extreme' types.</p> <p style="text-align: center;">Back to top</p>	<p>People who score in the high range:</p> <ul style="list-style-type: none"> ~ are usually peaceful and adaptable. ~ tend not to be aggressive. ~ tend to be cautious rather than impulsive. ~ avoid risk-taking. ~ act in a tactful, diplomatic way and strive for a stable, ordered life. ~ are comfortable following procedures in both their personal and business life. <p>They prefer sticking to methods that have proved successful in the past. They have a high acceptance of rules and regulations.</p>

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