DISC TEST REPORT

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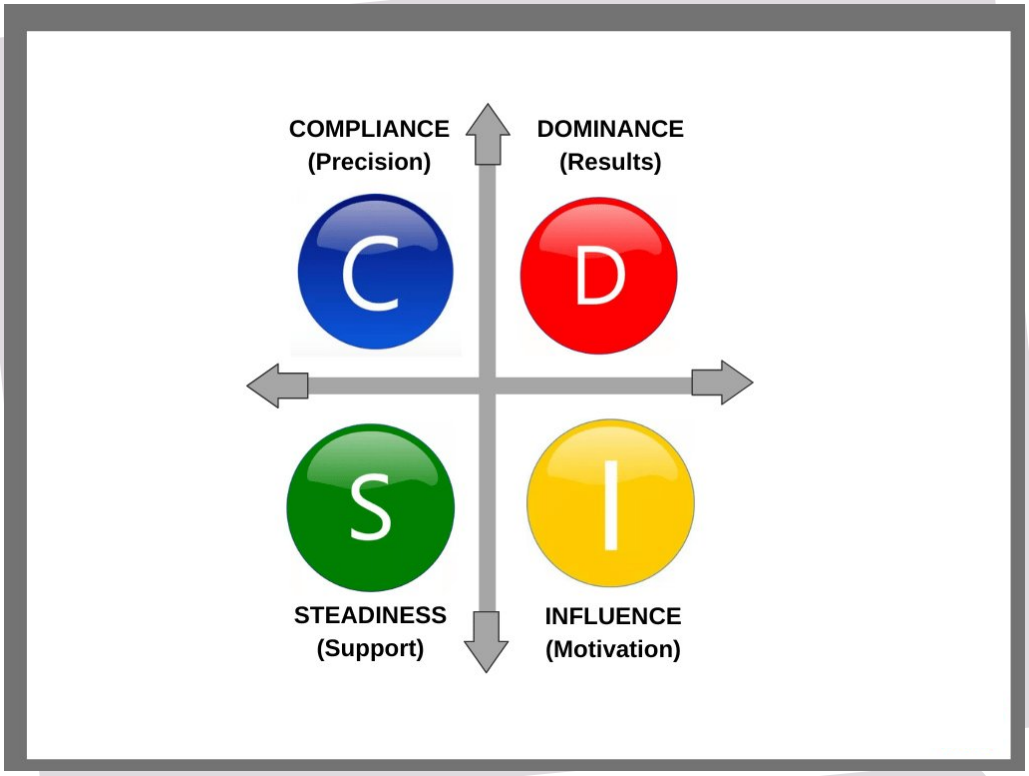
1 DISC TEST INTRODUCTION

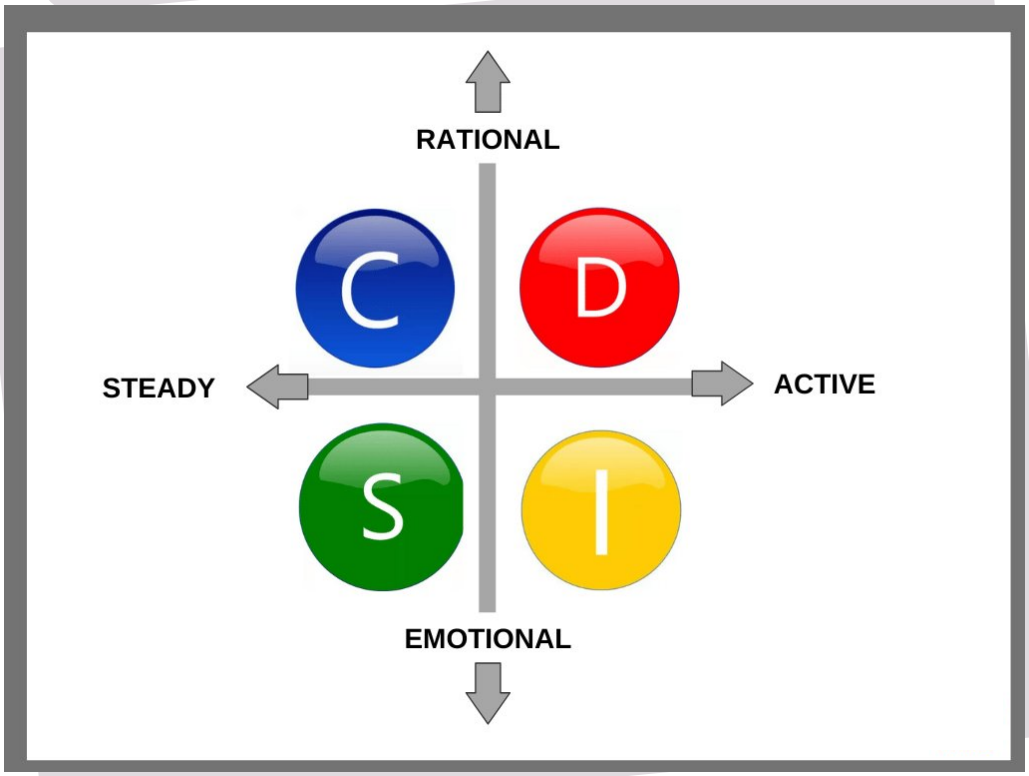
In 1928, **William Marston** developed the **DISC model** with the aim of understanding how people behave in their daily lives. This approach was outlined in his book Emotions of Normal People, where he established the theoretical foundations of the model.

Based on his studies of human behavior, he proposed a classification into four main styles: D, I, S, and C. It's important to note that within the DISC model, no style is better or worse than another. Each dimension reflects a different way of responding to the environment, with no right or wrong answers.

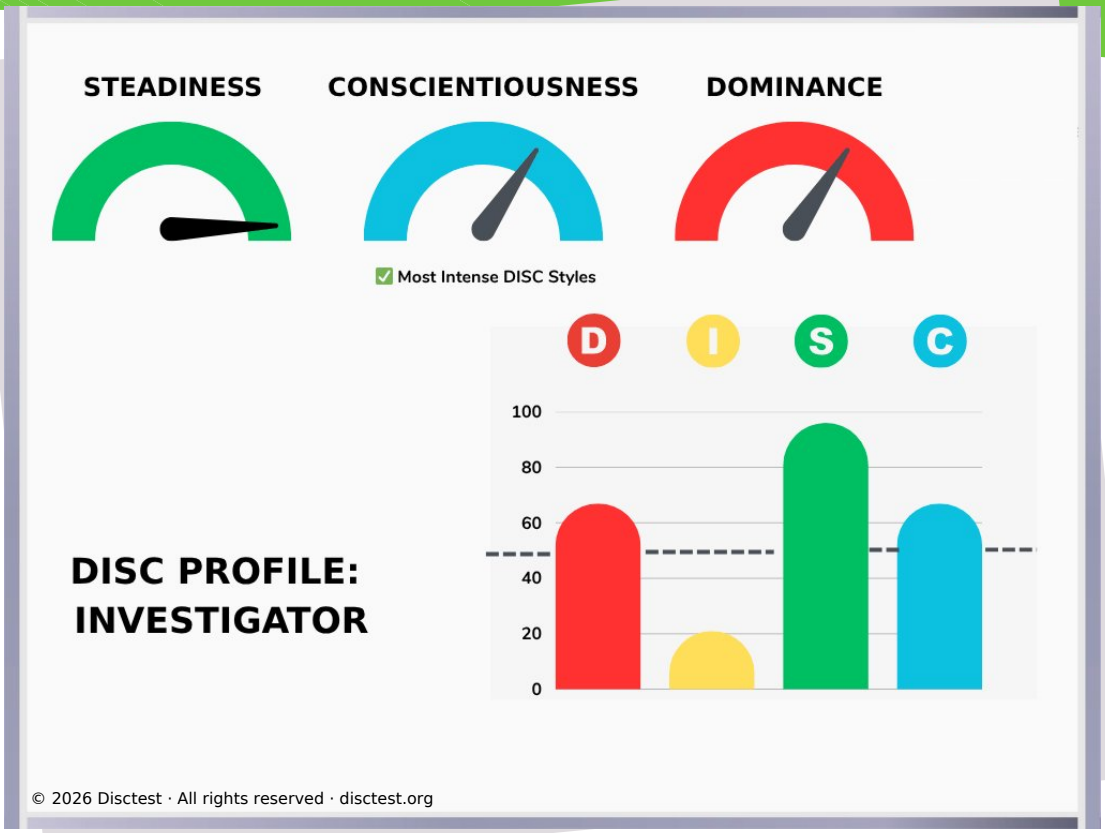
The interpretation of the profile is based on the results obtained **in these four areas.**

D = Dominance / Determination: Results-oriented.
I = Influence: Motivation and persuasion.
S = Steadiness: Calmness and support.
C = Conscientiousness / Compliance: Precision and accuracy.


COMPLIANCE
(Precision)
DOMINANCE
(Results)
C
D
S
I
STEADINESS
(Support)
INFLUENCE
(Motivation)


RATIONAL
C
D
STEADY
ACTIVE
S
I
EMOTIONAL

2 Identified DISC Profile: Investigator



🔎 Profile Interpretation Guide

The **Investigator profile** is characterized by **high** 🟩 **Steadiness** (**S**), accompanied by a **moderate level of** 🟦 **Conscientiousness (C)** and 🟥 **Dominance** (**D**).

This combination reflects a **calm**, **structured**, and **reflective style**, with the ability to act firmly when necessary while maintaining an analytical and collaborative focus.

The 🟨 **Influence (I)** style has less weight in this profile. This does not imply a lack of resources for relating to others or communicating ideas.

2 🧠 Investigator Profile Identity Sheet

🧩 What Defines the Investigator Profile?

🔍 The **Investigator profile** is a **Reflective Analyst**.

🎯 Key Phrase of the Profile

“Acts with serenity, consistency, and objective logic.”

🧩 Styles That Define Their Behavior

🟩 **High Steadiness** → A preference for a sustained pace and stable relationships.

🟥 **Moderate Dominance** → An orientation towards defined goals and decisions within their responsibilities.

🟦 **Moderate Conscientiousness** → Attention to information, criteria and the organisation of work.

🤝 Relational Affinities

May value 🟩 S and 🟦 C approaches that favour calm exchanges, clear arguments and predictable agreements.

⚠ Relational Challenges

Tension may arise with highly 🟨 expressive or fast-paced 🟥 approaches when priorities are unclear. Clarifying expectations can help.

3 DISC Behavior Profile

🧠 Mindset and Style of the Investigator Profile

🟦 Tends to check **information** and use clear criteria to organise work.

🟩 Prefers a **sustained pace** and continuity in tasks.

🟦 Values a clear **purpose** and criteria to guide the task.

🔧 Areas for Improvement of the Investigator Profile

🟦 When starting a task, clarify what needs to be **checked**.

🟦 Review what information they need before making a **decision**.

🟦 When new information emerges, check whether they **review their criteria**.

🟩 Explore new ways to **collaborate** while maintaining follow-up.

🟥 Communicate what they **decide** and what they need to consult others about.

3 DISC Behavior Profile

Relational Style of the Investigator Profile

- Prefers **stable relationships** and calm exchanges.
- Tends to use **concrete arguments** when explaining their position.
- May express a proposal with **firmness** while allowing room for other views.
- Tends to **observe and review** information before offering an opinion.
- It helps to ask about other people's **concerns**.

Contribution of the Investigator Profile to Their Environment

- Consistency may support **follow-up** on tasks.
- May share **checks** that clarify a requirement.
- May propose how to **progress** towards a defined goal.
- May keep others informed about **progress and outstanding matters**.
- Specify what they propose to do and **by when**.

3 DISC Behavior Profile

🗣️ Communication and Tension Management

- 🟩 May keep a **disagreement** to themselves while analysing it.
- 🟩 Review whether they explain **what needs resolving** in time.
- 🟥 Clarify **priorities** and their scope for decision-making.
- 🟦 Prefers **clear, structured messages**.
- 🟦 Explain the **facts, interpretation and proposal**.

4 🔑 Key Competencies

🧬 Styles That Guide These Behaviours

🟩 **High Steadiness**

A preference for follow-up and a sustained pace.

🟦 **Moderate Conscientiousness**

Attention to data and working criteria.

🟥 **Moderate Dominance**

An orientation towards a goal and decisions within their responsibilities.

🧩 Behaviours to Observe at Work

🟩 How they **maintain progress** when difficulties arise.

🟦 How they distinguish **verified information** from assumptions.

🟥 How they act within their **responsibilities** and communicate agreements.

5 🌿 Ideal Environment and Preferences

🎛️ Styles That Shape These Preferences

🟩 **High Steadiness**

They prefer calm environments, stable bonds and gradual changes.

🟦 **Moderate Conscientiousness**

They value clear rules, reliable data and organised work.

🟥 **Moderate Dominance**

They prefer concrete goals and defined responsibilities.

⚙️ Key Preferences in Action

🟩 Values a **sustained pace** and predictable agreements.

🟦 Values **clear information** and understandable working criteria.

🟥 Prefers defined goals and **scope to decide** within their task.

6 🚀 Motivational Factors

🧩 Styles That Shape These Motivators

🟩 **High Steadiness**

Continuity and recognition of contributions are topics for discussing their engagement.

🟦 **Moderate Conscientiousness**

Review how much time they need to check relevant information.

🟥 **Moderate Dominance**

Explore which goals and responsibilities allow them to progress independently.

✅ Key Motivators in Action

🟩 **Trusting relationships** and recognition for concrete contributions.

🟦 **Time to review** relevant information, with understandable rules.

🟥 **Realistic goals** and autonomy within a defined framework.

How They Relate and Collaborate

🧩 Styles That Define their Relationships and Communication

🟩 **High Steadiness**

Tends to collaborate at a stable pace and through calm exchanges.

🟦 **Moderate Conscientiousness**

Prefers to explain proposals using concrete criteria.

🟥 **Moderate Dominance**

May propose how to move forward while allowing room for other methods.

👥 Relationship and Collaboration in Action

🟩 How they maintain **follow-up** and share outstanding matters.

🟦 How they explain their **checks** and consider other perspectives.

🟥 How they decide what to **resolve** and what to agree with others.

9 Reaction to Conflict

🔥Natural Tendencies in Conflict

🟩 **High Steadiness**

May prefer calm exchanges and keep a disagreement to themselves.

🟦 **Moderate Conscientiousness**

Tends to review facts before explaining their position.

🟥 **Moderate Dominance**

May express a firm position, focusing on what needs resolving.

⚡ Conflict Response — in Action

🟩 Express **what needs resolving**, as well as maintaining a calm tone.

🟦 Check **facts and interpretations** before assigning responsibility.

🟥 Propose a **next step** within their decision-making scope.

10 Leadership Style

Leadership Approach According to Their Profile

High Steadiness

When leading, may prefer consistent follow-up and calm exchanges.

Moderate Conscientiousness

May focus on criteria and the organisation of work.

Moderate Dominance

May seek to turn proposals into decisions.

Leadership in Action

Review how they **follow up** work and respond to team contributions.

Review how they explain **priorities and criteria**.

Review when they communicate the **decisions** the team needs to progress.

11 Persuasion and Sales Closing Style

Natural Style of Sales and Persuasion

High Steadiness

May prefer to understand the client's requirements and allow time for discussion.

Moderate Conscientiousness

Tends to use concrete information when explaining a proposal.

Moderate Dominance

May propose how to move towards a sales decision.

How They Act When Closing a Sale

Listen to what the client needs to check before deciding.

Distinguish **verified data**, offer conditions and outstanding issues.

Propose the **next step** and agree who will carry it out.

12 Professional Value and Contribution

How They May Contribute at Work

High Steadiness

Consistency provides a basis for reviewing how they follow up work.

Moderate Conscientiousness

Attention to data guides the review of information and criteria.

Moderate Dominance

An orientation towards decisions directs attention to how they propose progress.

Examples of Professional Contribution

- **Keep** others informed about **progress**.
- **Follow up** outstanding matters.
- Share **checks** that clarify a requirement.
- Explain the **criteria** behind a proposed decision.
- Decide within their **responsibilities**.
- Indicate when the **plan needs reviewing**.

13 Development Opportunities

📈 Areas for Growth According to Their Style

🟩 **High Steadiness**

Review when they express a disagreement and what they leave outstanding.

🟦 **Moderate Conscientiousness**

Distinguish necessary checks from later reviews.

🟥 **Moderate Dominance**

Communicate decisions within their responsibilities and the agreed deadline.

🚀 Recommendations for Growth

🟩 **Express What Matters** calmly, even under pressure.

🟩 **Face Difficult Conversations** without avoiding the core issues.

🟦 Agree what **information** is enough to start a task.

🟦 Assess the **risk of an error** and how to correct it.

🟥 Communicate **decisions** and what needs consultation.

🟥 Set a **deadline** for deciding and explain outstanding issues.

Bonus: Roles and Positions - Preferences and Guidance

Work Environments and Preferences

- ✅ A sustained work pace and clear agreements.
- ✅ Opportunities to review information and explain criteria.
- ✅ Tasks with a defined goal and scope to decide.
- ✅ A combination of individual work and exchanges with others.
- ✅ Changes to the plan whose reasons and priorities can be understood.

Example Roles to Explore Interests

- 🍀 Psychology, educational guidance, social work.
- 🍀 Market research, quality control, data analysis.
- 🍀 Administration, document management, archiving, and organizational tasks.
- 🍀 Technical customer service, internal support, process coordination.
- 🍀 Talent assessment, training, and continuous improvement methodologies.

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