

DISC Report

## **Jamie Sample**

11 March 2013

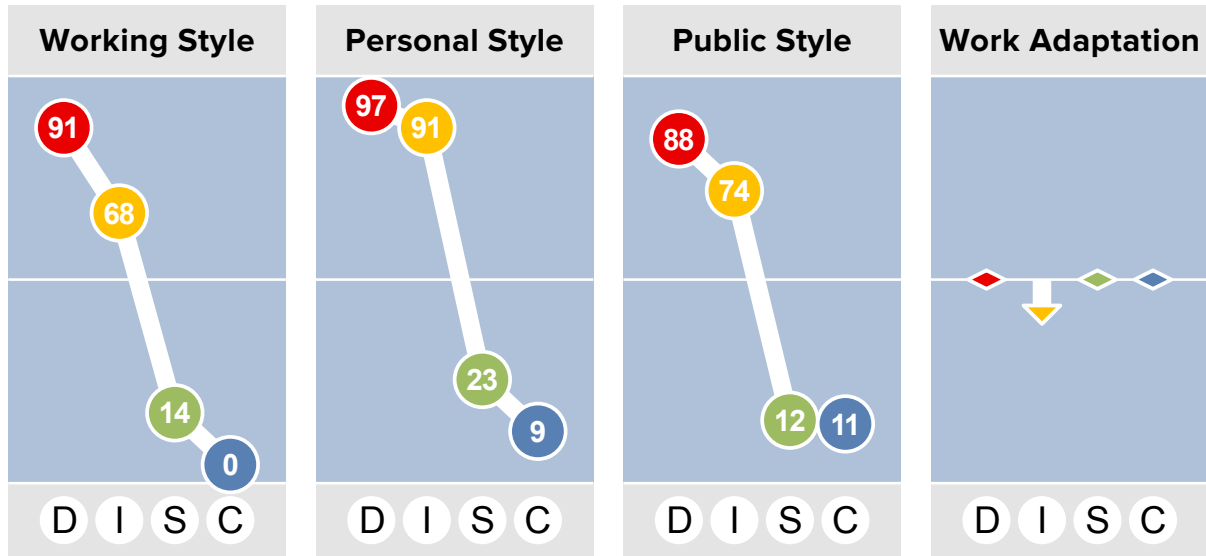
Produced by Corporate Plus and based on Jamie Sample's profile completed on 29 January 2013.

**Private and Confidential**

This report can assist in the process of providing a balanced approach to career guidance and selection, personal development and coaching.

Use it in conjunction with due consideration of individual aptitude, experience, skills and interests.

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**About these graphs** The Working, Personal and Public Style graphs describe Jamie's likely behaviour in different situations. The Work Adaptation graph specifically describes how Jamie seems to be adapting his behaviour when working.

### Working Style

Jamie's behaviour at work.

In the workplace Jamie is displaying willingness to accept responsibility and to act decisively in order to initiate new and innovative projects. Jamie prefers to be able to work independently without the need to adhere to too much structure or rules and regulations. Jamie appears to be well suited to inspiring and persuading others to his point of view.

### Personal Style

Jamie's natural behaviour and his likely behaviour under pressure.

Jamie's preferred style is the need for personal control. He will want to feel that he has the freedom to act independently, and prefers not to be under direct or constant supervision if this can be avoided. Jamie appreciates being liked by others and the social status that a position of responsibility brings. He is likely to be motivated by tangible and achievable goals.

### Public Style

Jamie's public behaviour and his adaptations to the demands of daily living.

Jamie is an assertive and forceful type of individual whose direct and persuasive approach can convince others to his way of thinking. Inclined to be aggressive and confident, Jamie is goal-minded and enlists other people to help attain goals. He generally plans well ahead and integrates activities to assist in getting results. Jamie may be impatient and irritable when things do not happen fast enough, but he is an excellent director of people when it comes to achieving results. He strives for

respect from associates and enjoys variety and change.

Jamie has a highly independent attitude. He is not only ready to take responsibility for his own work, but is highly motivated to do so. In situations where he does not have direct authority, he can be expected to submit suggestions for improvements. Being strongly self-confident, he interacts well with other people on both a business and a social level. This confidence, combined with his self-reliant style, means that he requires only limited support from management, and is able to take an original, forthright approach to his work.

## Work Adaptation

How Jamie is adapting his behaviour to meet the demands of his work.

In order to meet the behavioural requirements of his current working environment, Jamie's behaviour at work seems to be less outgoing, and more blunt and demanding than usual. One reason for this may be that in his current role he sometimes needs to forcefully tell people what to do, even though he would rather take the time to persuade them.

## Key Traits

- Pro-active
- Imaginative
- Impulsive
- Self-confident
- Bold
- Impatient

## Response to Pressure

Jamie is full of drive, pace and enthusiasm, with a clear idea of what he wants to achieve, and the determination to reach his goals. Pressure in any sense for Jamie will be in the form of frustration if he is thwarted in his attempts to achieve his aims.

## Observable Strengths

- Possesses an enthusiastic, personable style.
- Enjoys working on a positive social level.
- Can be charming and pleasant to associate with.
- Inclined to be able to confront a situation where necessary.
- Likely to be effective in positions requiring the control or co-ordination of others.

## Observable Limitations

- Displays a need to be active and in control of his own circumstances.
- May not be well suited to situations that demand a more patient or cautious approach.
- May be inclined to force a rapid conclusion rather than waiting for events to develop, or researching a situation in detail.

## Communication Style

Jamie would appear to be able to adapt his communication style to meet the needs of a particular situation. Jamie is likely to be extroverted and expressive at almost all times, however, his communication style is likely to change from being relaxed and receptive to being demanding and direct. These changes will depend on his perceptions of the environment and the likely reactions of those around him.

Jamie's communication tends to be immediate and expressive, and he will tend not to take the time to consider his words. If he has strong views on a topic, he is likely to be quite outspoken in stating his opinions.

## Relationship Dynamics

- Inclined to be active in developing connections with others in the workplace.
- Displays an original, energetic and somewhat unpredictable approach to other people.
- Can be expected to assert his dominant style within a relationship.
- May be inclined to act impulsively.

## Planning Style

Jamie is inclined to be spontaneous in reaction to people and events and will generally place little emphasis on consciously planning his actions. Because of his confident and instinctive style, Jamie will take an adaptable, flexible approach to existing plans, and he will feel little compunction about changing his mind once a project is underway.

## Decision-Making Style

Jamie is a responsive decision-maker and will be inclined to reach decisions quickly and instinctively. His priorities when coming to a decision are to demonstrate urgency and efficiency, and he will prefer to reach a decision rapidly rather than spend time investigating the detailed implications. Jamie's outgoing and determined nature means that he and will be effective in communicating his decisions to others, and in ensuring that they are implemented.

## How to Manage

Jamie appears to be a self-reliant, independent type of person, and these are important factors to be taken into consideration by his manager. He will work most effectively and maintain his motivation in instances where he feels that he has an investment of some kind in his work, which will benefit him directly.

## Suitability for Management

Jamie's particular strengths in management will be in keeping his team focused on their goals, and ensuring that they do their best to achieve them. His controlled style combined with a persuasive ability, allows him to be assertive when a situation calls for it. Jamie will approach situations depending upon his perception of them. He may be inclined to use a more positive friendly approach, or his more direct and blunt style, which can make his behaviour unpredictable for those working within his team.

### Jamie's key management strengths

- Displays initiative.
- Inclined to manage in a direct and pro-active way.
- Will be open to imaginative suggestions from members of the team.
- May assert himself strongly in a management role.
- Can display a highly assertive and demanding style in pressured situations.
- Has a tendency to manage by instinct, drawing on previous experience to reach rapid conclusions.

## Suitability for Service

Jamie's friendly communicative style and direct and dynamic attitude can be expected to instil a sense of confidence in most customers. His natural impatience and difficulty with focussing on a single task for long could have a negative effect on his performance in a service role. Jamie will need to adapt his style to remain focussed on a role in the knowledge that his personal success is dependent upon this.

### Jamie's key service strengths

- Likely to take a pro-active approach to support.
- Has an original and energetic style that will help him find solutions to clients' problems.
- Dominant style may tend to discomfort less assertive customers.
- May sometimes act before he has a clear picture of a customer's requirements.
- Is open to try unusual approaches to a customer's situation, where circumstances warrant it.

## Suitability for Sales

A style like Jamie's is generally considered to be one of the strongest profile shapes for direct sales. He appears to have a highly communicative and expressive side to his nature, and also has a more practical, direct element too. This means that he should be able to develop effective communication with prospective clients as well as having the determination that other less assertive types might find difficult. Because of Jamie's assertive nature, he is likely to be good at closing sales and asking for the order being somewhat unconcerned with the customer being offended.

### Jamie's key sales strengths

- Will be inclined to work pro-actively to develop and convert his own leads where possible.
- Is able to devise new and original approaches to a sale.

- Tends to dominate sales negotiations.
- Will usually be able to take charge of a situation.
- Is unafraid to take a risk if the potential rewards are significant.

## Suitability for Technical work

Jamie's style places little emphasis on the key features of successful technical styles, which generally revolve around such elements as patience, planning, precision and concentration. As this suggests, working in a purely technical role will need a great deal of adaptation from Jamie, and it is unlikely that he will find it rewarding in the long term. His persuasive and direct nature, though, may be better suited to promoting the work than actually becoming involved with it in a hands-on way.

### Jamie's key technical strengths

- Inclined to have a pro-active approach.
- Tendency to develop new projects and ideas.
- Has the capacity to produce and promote original or inventive ideas.
- Domineering attitude means he will tend to take charge of a project if circumstances allow.
- Inclined to reach conclusions quickly about the best way to address a technical question.
- Has the assertiveness to drive forward a technical solution or a project.

## Suitable Jobs — Top 50

A summary of the top 50 job matches for Jamie.

Selected from the Administration, Communications, Customer Service, Executive, General, Health Care, Hospitality, IT Specialists, Learning and Development , Logistics, Management, Manufacturing, Professional, Recruitment and Selection, Sales & Marketing, Supervisory, Technical and Trades categories.

Job	Category	Match
1. Account Manager	Management	84%
2. Sales Director	Executive	84%
3. Business Development Manager	Sales & Marketing	83%
4. Sales & Business Development Consultant	Sales & Marketing	82%
5. Representative Salesperson (closing)	Sales & Marketing	82%
6. Restaurant Manager	Management	81%
7. National Sales & Account Manager	Sales & Marketing	81%
8. Direct Sales Person	Sales & Marketing	81%
9. Region Sales Manager	Sales & Marketing	81%
10. General Manager	Management	80%
11. General Manager Sales and Marketing	Sales & Marketing	80%
12. Branch Manager Sales	Sales & Marketing	80%
13. Entrepreneur	General	79%
14. Regional Sales & Account Manager	Sales & Marketing	79%
15. Recruitment Manager	Recruitment and Selection	79%
16. Sales Representative - New Business	Sales & Marketing	78%
17. Representative Salesperson (opening)	Sales & Marketing	78%
18. Company Director	Executive	78%
19. Rent Manager	Management	74%
20. Sales Manager	Sales & Marketing	74%



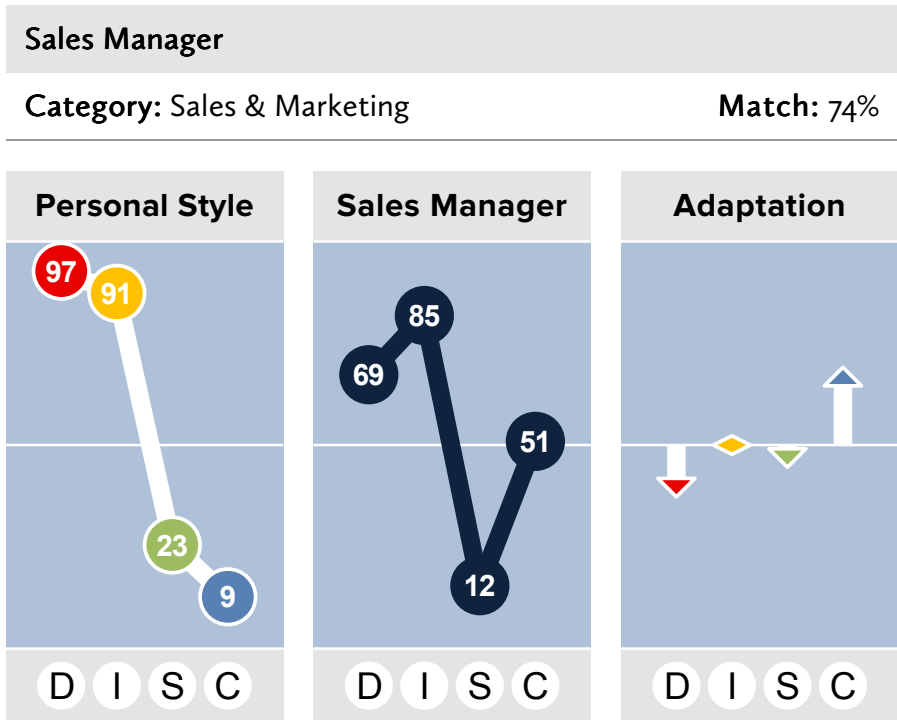
	Job	Category	Match
21.	Marketing Director	Executive	74%
22.	Office Manager	Management	73%
23.	Business Consultant	Sales & Marketing	72%
24.	Business Consultant	General	71%
25.	High School Teacher	Learning and Development	71%
26.	Employment Services Area Manager	Management	71%
27.	Customer Relationship Manager	Customer Service	71%
28.	Teacher	Learning and Development	70%
29.	Managing Director	Executive	69%
30.	Data Entry Operator	Administration	68%
31.	Production Director	Manufacturing	68%
32.	Retail Salesperson	Sales & Marketing	65%
33.	Public Image Consultant	Communications	64%
34.	General Manager Operations	Management	61%
35.	Finance Director	Executive	61%
36.	Customer Service Manager	Management	60%
37.	Marketing Manager	Sales & Marketing	59%
38.	Recruitment Consultant	Recruitment and Selection	59%
39.	Negotiator	General	59%
40.	Personal Assistant	Administration	58%
41.	Production Manager	Manufacturing	57%
42.	Technical Manager	Management	56%
43.	Chief Information Officer	Executive	56%

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	<b>Job</b>	<b>Category</b>	<b>Match</b>
44.	Receptionist	Administration	56%
45.	Chief Financial Officer	Executive	54%
46.	Telephone Salesperson	Sales & Marketing	54%
47.	Administration Manager	Administration	53%
48.	Public Speaker	General	56%
49.	HR Manager	Management	52%
50.	Project Manager	Management	52%

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## Selected Job Match



### About these graphs

The Sales Manager graph represents the Working Style adopted by a person in that role. The Adaptation graph describes how Jamie would need to adapt his Personal Style in order to work in a similar way to the role.

This comparison above is not the only relevant factor in determining Jamie's suitability for the selected role. Jamie's education, training and personal experience will also have an impact on how well suited he is to the role.

### About this Role:

This role requires an individual who is independent and task driven and can operate on their own without much support from colleagues and management. The individual will need to have the courage of their convictions and be comfortable with being accountable for their actions. The person would need to be a fast paced big picture style of individual who is not overly concerned with what people think of them. Another characteristic of this role is that it will require a person who is self-confident and unlikely to experience doubt as to their decisions. The ability to act on instinct rather than calculated design or following the procedure or process, is an important aspect of the role.

The ideal person for this role would need to be comfortable with a dynamic work environment and is able to adapt as required. Furthermore the role will require a person who is goal focussed and motivated to achieve the desired outcomes, without significant management intervention or the guidance of rules and procedures. The person would need to have a resilient character such that they can cope with the challenging aspects of the role, which would require strength

of character and skill to adapt to possibly changing circumstances to do the job.

Another characteristic of this role is that it will require a person who is self-confident and unlikely to experience doubt as to their decisions. The ability to act on instinct rather than following the procedure or process is an aspect of the role. The role requires someone who is likely to be confident, goal oriented and determined to get the job done to their liking. A significant requirement will be for a person who is optimistic and enjoys socialising and meeting new people, a person who likes people and who is a good communicator and negotiator. This person would be happy to venture where others are more cautious.

This role requires an individual with a calm approach who will be able to manage a range of routine tasks with ease and efficiency. Such an individual will be able to manage their time to ensure that all tasks are completed in a smooth and timely fashion. A methodical approach to work and the preference for a structured routine within a relatively stable environment are important aspects of the role. These may require the development and maintenance of systems or procedures, requiring the person to be impartial, yet precise about what they do.

## Exploratory Questions

How would you approach the problem, if you found that a supplier was consistently late with deliveries?

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How would you go about making a presentation to an audience about a technical subject?

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What was the outcome where you have taken personal charge of a situation?

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Can you recall a time when you went out of your way to accomplish a goal?

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Describe the most difficult problem that you have personally overcome?

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How would you deal with confrontation in the workplace?

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How well do you deal with taking orders from others?

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Can you recall a time when you have been able to use your creativity to produce a new product or service?

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We welcome  
your feedback

Please let us know what you think about this report.

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+61 (0)2 9659 3431.