

PeopleKeys® Report

Sample Report

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Description

Sample : Temperament

Sample's style is identified by the keyword "Chancellor".

Sample, as a Chancellor style, mixes fun with business in order to get things done. Chancellors are determined individuals who enjoy people but can also take care of the details. Since Chancellors want things to be taken care of correctly, they may finish projects to assure correctness and completeness. Sample is outgoing by nature and enjoys people, but this does not necessarily indicate an allegiance. A Chancellor evaluates people and tasks carefully. Their alliances will shift seemingly impulsively from one person or task to another. They often neglect careful planning and will jump into projects without thorough consideration.

Chancellors may need to be more sensitive to the needs of others. They are spontaneous in business and pleasure, but not haphazardly. Sample requires correctness and is very aware of deadlines. A Chancellor will initiate activity rather than waiting for someone else to do the job. They are driven by the bottom line and want quick results. They will work tenaciously to resolve problems. Sample desires accuracy combined with quick thinking.

Others may perceive Chancellors as opinionated. Under pressure, they may express their feelings without regard to allowing others' opinions. They may also dominate projects and not permit others to participate. A Chancellor wants others to communicate clearly and concisely. They are forward thinking and creative. Sample is always looking ahead to new and exciting adventures.

Sample is motivated by the ability to lead groups and influence others such as associates, co-workers and friends. This is someone who takes the responsibility of leadership seriously, and is typically able to make important decisions without delay. Sample exudes confidence and others respond to their natural ability to be a front runner.

A warm, outgoing person, Sample enjoys having a high level of interaction with others. Finding the "silver lining" in a difficult situation comes easily, and Sample typically enjoys the thrill of trying new things. This individual has a gift for influencing associates and is viewed as an instinctive communicator. Others find Sample easy to approach and enjoy their easy, open rapport.

Sample doesn't care for routine and will often actively try to change monotonous situations. They tend to march to the beat of their own drum, and prefers to do things individually in order to work at their own pace. Sample is sometimes seen as being in a hurry to get where they are going, tending to move quickly from one thing to the next.

Neat and orderly, others usually see Sample as practical. This individual needs adequate information to make decisions, and will consider the pros and cons. Sample may be sensitive to criticism, and will tend to internalize emotions. Sample likes to clarify expectations before undertaking new projects and will follow a logical process to gain successful results.

General Characteristics

- Natural leader and spokesperson
- Able to accurately do a lot of different things
- Influential and Motivating
- High Energy, Extroverted; Optimistic

Value To The Team

- Energetic; Leader and Thinker
- High Energy; Spurs Activity
- Can Multi-task Easily
- Decisive and great in crisis

Challenge Areas

- May be overly aggressive
- Impulsive, potentially argumentative when pushed
- Impatient with others; too critical
- Attempts too much at once

Greatest Fear

- Being taken advantage of; loss of control

Motivated by

- Being able to direct and pioneer
- Power and authority to take risks and make decisions
- Freedom from routine and mundane tasks

- Appreciation and praise from peers
- Recognition for all they can do

My Ideal Environment

- A competitive environments with rewards
- Non-routine, challenging tasks and activities
- Being able to direct others
- Freedom from controls, supervision, and details
- Personal evaluation based on my results, not my methods

Remember, a Chancellor may want:

- Authority, varied activities,prestige, freedom, assignments promoting growth, opportunity for advancement;recognition

When communicating with Sample, a Chancellor, DO:

- Talk about results not process
- Talk about solutions not problems
- Focus on business; remember they desire results
- Suggest ways for him/her to achieve results, be in charge, and solve problems
- Let them in on the "big picture"; they are visionary
- Agree with facts and ideas rather than the person when in agreement
- Realize they desire to socialize as well as get results

When communicating with Sample, a Chancellor, DON'T:

- Ramble; Let them talk
- Settle for less than excellence
- Focus on problems
- Be pessimistic
- Focus on the process and details
- Challenge them directly

While analyzing information, Sample, a Chancellor may:

- Ignore potential risks
- Not weigh the pros and cons
- Not consider others' opinions
- Offer innovative and progressive systems and ideas

Chancellor possess these positive characteristics in teams:

- Instinctive leaders
- Autocratic managers who are great in crisis
- Direct and Decisive
- Innovative in getting results
- Maintain focus on goals
- Great communicators
- Overcome obstacles; they see silver lining
- Provide direction and leadership
- Push group toward their goals
- Willing to speak out; able to define goals
- Generally optimistic
- Welcome challenges without fear
- Accept risks
- Sees things for what they are
- Can handle multiple projects
- Function well with heavy workloads

Personal Growth Areas for Chancellor:

- Strive to be an active listener
- Be attentive to other team members' ideas until everyone reaches a consensus
- Be less controlling and domineering
- Develop a greater appreciation for the opinions, feelings and desires of others
- Put more energy into the details and process
- Show your support for other team members

- Take time to explain the "whys" of your statements and proposals
- Have more patience; help others reach their potential

Motivational Characteristics

Sample : Temperament

Chancellors desire to look good while doing an accurate job. They are outgoing and optimistic. They have excellent verbal skills and do a great job at convincing others. They use the facts to back up their case while using their charm and determined style to get the reactions they want. Chancellors want to get the job done in a timely fashion as well as correctly. They tend to be competitive and are optimistic about doing their best. The quality of their work is consistently excellent.

Chancellors are able to handle many activities at once. They are accomplished in the technical areas in which they are involved. They enjoy details, but do not want to slow projects up for them. They are extremely efficient and are action oriented. Don't just talk - do it! Chancellors tend to get fed up when the pace is slow and there is too much talk. They need to be more sensitive to the reassurance needs of the people around them, as security is not a necessity for them.

Under pressure, the competitive side of the Chancellor comes out. They like to communicate with the influence being placed on facts and information while still using their excellent verbal skills to impress people. Problem solving for them involves finding a systematic way to determine nature of the dilemma and ways to resolve it. They are analytical and use facts, not emotions, to direct them in all situations. They follow the rules that have been placed and are bothered when others do not. They want organization and completeness.

MOTIVATING GOALS: Quality, looking good by a job well done

EVALUATES OTHERS BY: Verbal communication of statements

INFLUENCES OTHERS BY: Efficiency, verbal skills

VALUE TO TEAM: Multi-task abilities, quality minded, can move tasks ahead

OVERUSES: Intolerance to status quo, impulsiveness

REACTION TO PRESSURE: Impulsive, rash

GREATEST FEARS: Poor quality, rejection

AREAS FOR IMPROVEMENT: Be more sensitive, be more flexible to other's needs, let others share ideas and beliefs

Interview Questions

Standard Questions

What would you call a situation that requires long work hours?
How would you handle a stressful situation at work?
Briefly describe to me your last manager or employer?

Public: Dominance In Range

Questions you may want to ask...

- According to your survey, you desire change, but can also thrive when tasks become routine. How do you adapt to situations when you no longer feel challenged by repetitive tasks?
- Bottom-line results are important in your occupation, but so are the methods you use to produce your results. How do you feel about your results vs. your methods? Is one more important than the other? Please explain.

Public: Influence In Range

Questions you may want to ask...

- Some people are easier to please than others. According to your survey, you can cope well with rejection and difficult people. What is your personal strategy for managing conflict and motivating negative people?
- According to your survey, you like sociable environments, but will follow-through on tasks that are important. How do you prioritize and keep on track toward your objectives? How do you manage procrastination and talkative co-workers?

Public: Security In Range

Questions you may want to ask...

- According to your survey, you prefer predictable environments, but can cope in spontaneous, irregular surroundings as well. Name a work experience where your stable environment went through intense changes.
- The survey suggests that you are effective at reconciling conflicts. Can you give an example of a situation where you were diplomatic in creating a win-win situation between two adversarial parties?

Public: Compliance In Range

Questions you may want to ask...

- There will be times where you must take constructive criticism from someone to whom you report. Can you describe a past work experience where you learned, grew, or used a piece of constructive criticism to your advantage?
- Generally you'll be asked to satisfy objectives that someone has set for you. But at times, you may be asked to take a leadership role. Can you describe a situation where you had to take on a more authoritative role within a team or an organization?

Private: Dominance In Range

Questions you may want to ask...

See Above Questions

Private: Influence In Range

Questions you may want to ask...

See Above Questions

Private: Security In Range

Questions you may want to ask...

See Above Questions

Private: Compliance In Range

Questions you may want to ask...

See Above Questions

Mirror: Dominance In Range

Questions you may want to ask...

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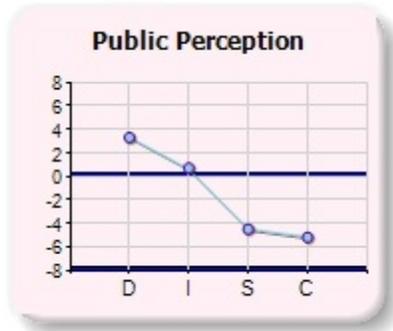
See Above Questions

Scoring Data

Sample Report 8/9/2006 12:11 PM
(9173-77 DISC only) Goldisc Ltd

Assessments	Temperament
 12/12	 12

Temperament Style Graphs 12/12

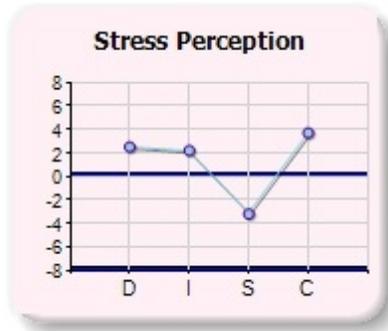


Raw Scores:
D = 11 , I = 4 , S = 1 , C = 1

Benchmark High
D = 8 , I = 8 , S = 8 , C = 8

Calculated Scores
D 3.3 , I 0.7 , S -4.5 , C -5.2

Benchmark Low
D = -8 , I = -8 , S = -8 , C = -8

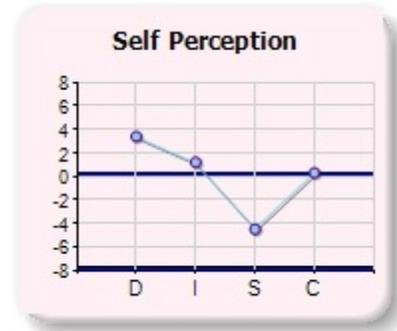


Raw Scores:
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Benchmark High
D = 8 , I = 8 , S = 8 , C = 8

Calculated Scores
D 2.5 , I 2.2 , S -3.2 , C 3.7

Benchmark Low
D = -8 , I = -8 , S = -8 , C = -8



Raw Scores:
D = 8 , I = 1 , S = -8 , C = -2

Benchmark High
D = 8 , I = 8 , S = 8 , C = 8

Calculated Scores
D 3.4 , I 1.2 , S -4.5 , C 0.3

Benchmark Low
D = -8 , I = -8 , S = -8 , C = -8