

PeopleKeys® Report

Sample Report

For use by Goldisc Ltd only

This is a sample report assessing DISC, Teams and Values Styles. Alternative formats, different languages and additional assessments are available. For further details on how we can help with your particular requirement, contact Goldisc Limited.



Goldisc Limited - Authorised Agent for PeopleKeys/IML
DISC Profiles - Online Reports - Training - Consultations
sales@goldisc.co.uk - www.goldisc.co.uk
T: +44(0)1273 554088

Description

Sample : Temperament

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

Sample, as a Concluder style, tends to be a strong individualist. Sample is forward-looking, progressive and competitive. They can also be direct and even forceful at times. Concluders are curious and have a wide range of interests. They are logical, incisive and critical in their problem solving. Many times a Concluder will come up with the imaginative and unusual. Sample has good leadership abilities. A Concluder may appear to be cold or blunt because their task-orientation tends to overtake their people-orientation. Concluders have high standards and can appear to be critical when these standards are not met. Concluders may also place high standards on surrounding people and expect perfection from them as well. Sample seeks authority and challenging assignments.

Concluders can have a very strong impact on people and can motivate others to achieve goals. Because of these characteristics, they need to be sensitive to the people around them. Their high-risk, adventurous spirit moves them through life at a fast pace while making things happen in the lives of the people. Others may see concluders as opinionated and they will challenge others' opinions.

Concluders tend to be short-tempered, especially when they feel someone is taking advantage of them. They thrive on activity and a consistently forward moving environment. Patience does not come easily. A Concluder may put themselves in the position of being affected by other peoples' actions because they want to be involved in everything going on around them. Concluders may want to take charge of problems that are out of their area of responsibility and may be irritated when others do not share the sense of urgency. Sample is constantly thinking about what to move on to next, that is new and exciting.

Determined and driven to excellence in all they do, Sample tends to be very competitive. Sample is not afraid to "go for" their desires or wants, and is willing to put forth the effort for success. This person is not afraid to challenge others in the quest to achieve end goals, but also respects position and authority and is not unnecessarily confrontational.

Sample is an optimistic individual. They are the type of person who loves exploring new places or things and a wide variety of experiences. A natural charisma is displayed that draws and charms others. Sample is a very encouraging person; others find them inspirational and lively.

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.

Not afraid to take a bold approach, Sample is willing to challenge the status quo. Original and creative, this individual acts with confidence when implementing new solutions. Sample will tend to use a balance of intuition and facts when making decisions, and once they have made a decision, they will not be afraid to act upon it.

General Characteristics

- Natural leader and spokesperson
- High Ego Strength
- Influential and Motivating
- High Energy, Extroverted;Optimistic

Value To The Team

- Bottom-line organizer
- High Energy; Spurs Activity
- Can Multi-task Easily
- Decisive and great in crisis

Challenge Areas

- May be overly aggressive
- Attitude that can be potentially argumentative
- Impatient with others
- Attempts too much at once

Greatest Fear

- Being taken advantage of; talked about

Motivated by

- Being able to direct and pioneer
- Power and authority to take risks and make decisions
- Freedom from routine and mundane tasks
- Changing environments in which to work

My Ideal Environment

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

Remember, a Concluder may want:

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

When communicating with Sample, a Concluder, 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
- Discuss problems in light of how they will hamper accomplishment when they exist

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

- Ramble; Let them talk
- Repeat yourself
- Focus on problems
- Be pessimistic
- Focus on the process and details
- Challenge them directly

While analyzing information, Sample, a Concluder may:

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

Concluders 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
- Generally optimistic
- Welcome challenges without fear
- Accept risks
- Sees the big picture
- Can handle multiple projects
- Function well with heavy workloads

Personal Growth Areas for Concluders:

- Strive to be an "active" listener
- Be attentive to other team members' ideas until everyone reaches a consensus
- Be less controlling
- 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

Sample : VALUES Style - Internal Motivators**High Style:** Loyalty

The characteristics of individuals with a high Loyalty values style are:

- Focusing on people working together for the greater good.
- Protecting from challenging situations by responsible living and pulling together.
- Avoiding the loss of social respect from others.
- Following the proper and correct way of doing things in accordance with established rules and authority.
- Conforming to traditional patterns through personal commitments and promises.

Focus: On traditions

Outlook: Recognizes established authority

Goal: Responsible living

Fear: Loss of social respect/disloyalty

Workstyle: Meaningful involvement

Possible Limitations: The more energy expended towards Loyalty, the greater the chance of becoming locked into a pattern of thinking.

Second Highest Style: Equality

The characteristics of individuals with a high Equality values style are:

- Focusing on respecting the individuality of others as well as self.
- Respecting individual beliefs.
- Searching for personal fulfillment and making opportunities for meaningful communication with others.
- Avoiding inner conflicts.
- Stretching the rules and expectations within safe boundaries in search of personal satisfaction.

Focus: Self-expression

Outlook: Seeks friendly relationships with the freedom to be themselves

Goal: Self-assertion and happiness

Fear: Inner conflict; inequality

Workstyle: Socially-acceptable individuality

Possible Limitations: The more energy expended towards Equality, the greater the chance of losing track of day-to-day responsibilities.

Sample : TEAMS Style - Working within a team**High Style:** Theorist

The Theorist is the member of the team who generates ideas, models and hypotheses. They have the capability to exhibit a high task-orientation while remaining very sensitive to problems. Theorists have an innate ability to see problems and situations from different vantage points and thereby develop ideas and solutions that others may overlook. They are creative, determined and analytical in their approach to effective problem-solving, and are highly unwilling to accept a "quick fix." Theorists initiate changes and improvements. They tend to be determined individuals and are often very sociable. These are the people who excel at "thinking outside the box." When they also possess high levels of interpersonal communication skills, they can be very effective at recruiting people to help implement their ideas. Theorists are a source of fresh insights, innovative concepts, inventive and unique approaches, and ground-breaking proposals. Once the ideas have been generated, Theorists will interact well with Strategists and Analyzers to determine the best methods for implementing their ideas.

Possible Limitations: The Theorist loves new ideas, and may have a tendency to focus on generating new ideas rather than focusing on completion. They need deadlines and will benefit from high levels of interaction with other team members who have the ability to help them focus on follow-through. When appropriate, their creative energy needs to be directed towards the implementation of their ideas rather than the creation of new ones.

Second Highest Style: Strategist

The Strategist is the member of the team who identifies new concepts and ideas in their early stages, and develops the strategy behind their implementation. Strategists have an intrinsic grasp of how to market concepts, how to appeal to a broad range of individuals, and how to strategically place a concept in its best light to achieve the greatest possible end result. They tend to be very task-oriented, but enjoy people as well. Strategists are often very good at recruiting; they tend to be friendly and outgoing, but also like to see tasks done properly. They influence others with excellent people skills and with the ability to reason and be logical. Strategists are not afraid to stand up and take charge if necessary. They are not bystanders, but are constantly involved in some aspect of the project. Strategists combine their previous experience with their knowledge of people to develop creative ways of getting the most benefit from a project or idea. The ability to simplify an idea or process is a key strength of a Strategist. They will interact exceptionally well with Theorists, Managers and Analyzers as they create their plans.

Possible Limitations: The Strategist may seem domineering and cool, sometimes losing sight of the people and focusing on the task. Strategists really want others involved in their projects, but may forget about what others want. They need to listen more and think about what others around them may need. Strategists sometimes appear inconsistent or flighty due to their tendency to move rapidly from one concept to another, but it is precisely this rapid movement that allows them to consider the strategic implications of a given scenario.

Motivational Characteristics

Sample : Temperament

Forceful and direct, Concluders tend to be strong individualists. They are forward-looking, progressive and compete to attain goals. They are curious and have a wide range of interests. They are logical, incisive and critical in their problem solving. Many times they will come up with the imaginative and unusual. They have good leadership abilities. They may appear to be cold or blunt because their task-orientation tends to overtake their people-orientation. They place high standards on themselves and can appear to be critical when these standards are not met. Concluders also place high standards on the people that surround them, and expect perfection. They seek authority and challenging assignments.

Concluders can have a very strong impact on people and can motivate others to achieve goals. Because of these characteristics, they need to be sensitive to the people around them. Their high-risk, adventurous spirits move them through life at a fast pace while making things happen in the lives of the people around them! Others may see them as opinionated, and they will challenge others' opinions. Concluders tend to be short-tempered, especially when they feel someone is taking advantage of them. They thrive on activity and a consistently forward moving environment.

Patience does not come easily to Concluders. They may put themselves in the position of being affected by other people's actions because they want to be involved in everything going on around them. They may want to take charge of problems that are out of their area of responsibility, and be irritated when others do not share their sense of urgency. They are constantly thinking about what to move on to next that is new and exciting.

MOTIVATING GOALS: Dominance and independence

EVALUATES OTHERS BY: Ability to complete a task quickly

INFLUENCES OTHERS BY: Force of character, persistence

VALUE TO TEAM: Determination; striving to overcome obstacles

OVERUSES: Impatience, competition

REACTION TO PRESSURE: Analytical, belligerent, logical

GREATEST FEARS: Slowness or being seen as too jovial

AREAS FOR IMPROVEMENT: Increase patience, concern for people, humility

Sample : Internal Motivational Characteristics

Loyalty

A person with a Loyalty values style is likely to say:

- I attempt to correct situations in which others have failed to follow through on their commitments.
- I expect others to share my work ethic and loyalty.
- I am concerned about what others think of me.
- I prefer to work within a cooperative group.
- I do not strive for or seek immediate rewards or gratification.
- I am very protective of my established "way of life."
- I am loyal to a mission or a belief system.

A person with a Loyalty values style is likely to have a personal goal of living in a responsible manner. This goal sometimes causes them to become more rigid and narrow-minded with others whose point of view differs from theirs. They like to align themselves with other loyal people who believe as they do. With a high Loyalty values style, one can become more effective by developing FLEXIBILITY and TEAMWORK. They can do this by asking themselves these questions:

- "What can I suggest that will help everyone, and develop a sense of teamwork and commitment?"
- "Is there common ground or a common denominator upon which we can all agree?"

Equality

A person with an Equality values style is likely to say:

- I am prepared to overcome obstacles in order to obtain personal satisfaction and fulfillment.
- It is very important to me to respect the feelings and viewpoints of others.
- I dislike rules and regulations that conflict with my personal feelings or that appear to be unfair.
- I seek out positive role models.
- I am open to new challenges and methods, as long as they do not restrict me.
- I seek a balance between conformity and freedom.

A person with an Equality values style is likely to have a personal goal of attaining increased happiness by being allowed to express their opinions and asserting their right to find fulfillment in life's ambitions. They sometimes may lose track of the day-to-day responsibilities that must be met. Others may perceive them as non-committed or compromising under stress. With a high Equality value style, one can become more effective by developing OBJECTIVITY and REALISTIC GOAL SETTING. They can do this by asking themselves these questions:

- "What ideas can I suggest?" "What will others think?"
- "In what way can I be involved that will make things even better for everyone?"

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...

See Above Questions

Mirror: Influence In Range

Questions you may want to ask...

See Above Questions

Mirror: Security In Range

Questions you may want to ask...

See Above Questions





Mirror: Compliance In Range

Questions you may want to ask...

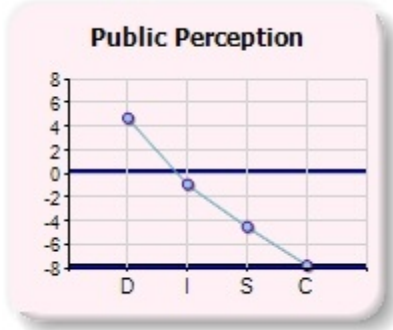
See Above Questions

Scoring Data

Sample Report 2/14/2006 4:49 AM
 (7795-77 Sample Job) Goldisc Ltd

Assessments	Temperament	Team Focus	Work Values
 24/24	 12		

Temperament Style Graphs 12/12

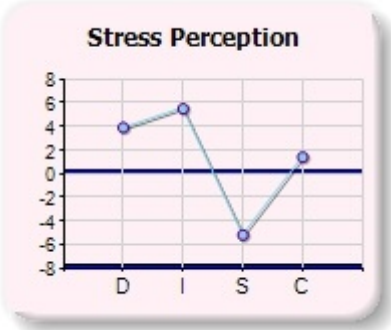


Raw Scores:
 D = 13 , I = 3 , S = 1 , C = 0

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

Calculated Scores
 D 4.7 , I -0.9 , S -4.5 , C -7.8

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

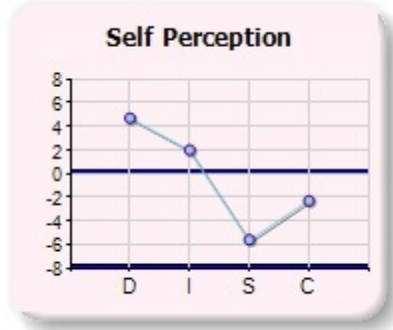


Raw Scores:
 D = 2 , I = 1 , S = 11 , C = 5

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

Calculated Scores
 D 3.9 , I 5.5 , S -5.2 , C 1.4

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



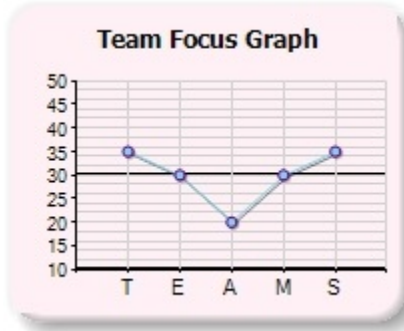
Raw Scores:
 D = 11 , I = 2 , S = -10 , C = -5

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

Calculated Scores
 D 4.7 , I 2 , S -5.6 , C -2.3

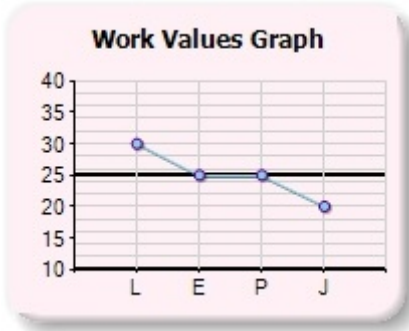
Benchmark Low
 D = -8 , I = -8 , S = -8 , C = -8

Team Focus Style : TEAMS 6/6



T: 35 E: 30 A: 20 M: 30 S: 35

Work Values Style : LEPJ 6/6



L: 30 E: 25 P: 25 J: 20