



## DISC Profiling

---

### The Tool

DISC Profiles take the guesswork out of understanding your personality and how to interact effectively with others.

What are your chances of connecting well with another person? On average, two people have about a 40% chance of experiencing a good personality match based on how their personality styles naturally fit together. That means that, most of the time, two people are likely to have a built-in challenge in relating well with each other – UNLESS they understand each other's personality styles. Personal and business success hinge on effective communication with others.

Our **DISC assessment** and **DISC profile** report reveals your personality style and helps to guide you connect with others in a much better way.

Our DISC assessment and reporting solution offers these main benefits:

- *Fast* – Deploy online in minutes
- *Flexible* – A range of reports are available to suit different individual and organisational needs
- *Easy to Use* – The universal DISC framework provides a common and easy to understand platform to share language that will enhance your organisation's culture and team dynamic.

### How it Works

Oasis People and Culture utilise this tool as part of its strategies to develop the relational health and maturity of the people in your organisation. The tool uses a positive approach to highlight both strengths and to address blind-spots.

Participants access their DISC assessment questionnaire via an email link to Oasis People and Culture's website where they enter their unique DISC code to commence one of the 4 self-assessment survey versions available.

Where you may have multiple team members completing a DISC surveys, a team charting tool is a great way to see a group of people in an at-a-glance view. This is an amazing team building tool that will reveal the dynamics of your team in a whole new way. And, it's FREE!

## Key Features

Powered by *Personality Insights*, the tool can provide low cost yet powerful insights into personality and human interaction at all levels of the organisation.

## **Professional Benefits**

Boost team performance, provide HR and hiring insights, identify strengths, get better results with people, unlock leadership and skills potential, improve communications and productivity, identify career direction.

## **Personal Benefits**

Learn how to interact effectively with others, improve relationships through insights and understanding, develop people skills, minimise conflict and stress, connecting with other more quickly, motivation and personal development.

## **Colourful Easy to Read Reports**

Our reports are carefully designed so they provide maximum impact with minimal need for complex interpretation skills to understand.

## Additional Information

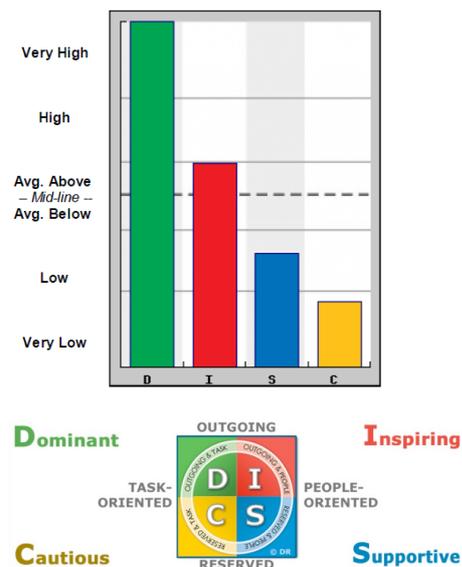
For a sample report, or to request more information about this tool, please contact us today.

[info@oasispc.com.au](mailto:info@oasispc.com.au)

[www.oasispc.com.au](http://www.oasispc.com.au)

Clint: 0411 798 696 or Stuart: 0403 438 553

## Artwork:



D1

## The "DISC" Model of Human Behavior

Let us begin by using a concept called the "DISC" Model of Human Behavior in this report. Each letter (D, I, S and C) represents a main personality style. The "DISC" model is based on the fact that most people have predictable patterns of behavior. The first pattern reflects whether a person is more OUTGOING or RESERVED. The second pattern reflects whether a person is more TASK-ORIENTED or PEOPLE-ORIENTED. The two patterns can be displayed in circular diagrams as opposing traits and then combined as shown below.

**STEP 1:**  
Are you more  
Outgoing?  
or  
Reserved?

**STEP 2:**  
Are you more  
Task-Oriented?  
or  
People-Oriented?

**STEP 3:**  
Combine the traits  
Outgoing?  
or  
Reserved?

The circular diagram in Step 3 has four sections like a pie. Each section is a combination of traits that can be described by the letters D, I, S and C. The trait words that we use to describe each personality style are Dominant (D), Inspiring (I), Supportive (S) and Cautious (C) as shown below.

**Dominant**

TASK-ORIENTED

**Cautious**

**Inspiring**

PEOPLE-ORIENTED

**Supportive**

Each Person is a UNIQUE BLEND of ALL FOUR traits. The results of your assessment show that your personality can be described by four letters: "DISC", which is what we call your personality blend. You will learn more about your "DISC" blend in your Personality Profile.

Copyright 2018 DISC      Page 4 of 30

D1

## Graphs for Len Janssen

**Your Environment Graph**  
(How People See You)

Letter	Value
D	92
I	53
S	17
C	3

**Your Style Graph**  
(The Real You)

Letter	Value
D	100
I	50
S	33
C	19

**Overview of Your Graphs**

The graphs above show results for your D, I, S and C personality traits. The higher the level of the trait, the stronger it is. The graph on the left is called Your Environment Graph. This graph shows how people see you. It shows how you tend to act with other people in the environment. The graph on the right is called Your Style Graph. This graph reflects how you are perceived. It shows how you are most comfortable acting when being seen to be yourself. This is the graph that will be used to determine your personality blend as being DISC. Also, it shows the behavior in your environment is often different than your real personality preference. This report can give you insights into the dynamics of your personality style. You may discover that you control any different personality traits in different situations. That is normal. As you learn to see the patterns in your behavior, you will be able to interact more effectively with others.

Copyright 2018 DISC      Page 26 of 30