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15 Most Common Profiles
Corresponding Interpretation Pages Follow
Basic Style Characteristics
Loves challenges, competition and difficult assignments

Work Style Characteristics
Speaks his/her mind, and may sometimes be blunt or even sarcastic

Primary Strength
Rapid problem solver

Ideal Job Culture
Freedom to details and minutia

Needs for Increased Effectiveness
Needs to know the results that are expected of him/her and also needs to be judged on the results, not of the methods used to achieve the results

Wants for Long-Term Motivation
Control over his/her own destiny and career path

Communication DOs (for others)
Be specific about what’s needed to be done and who is going to do it

Continuous Improvement Homework
Can be a selective listener, hearing what she/he wants to hear

Basic Style Characteristics
Very people oriented: Likes people, and wants to be liked in return

Work Style Characteristics
Able to generate team involvement through friendly conversation and gentle persuasion of team members in an one-on-one manner

Primary Strengths
Excellent people skills

Ideal Job Culture
Public recognition for accomplishments

Needs for Increased Effectiveness
A greater control over time management

Wants for Long-Term Motivation
Awards to confirm ability, skill, or achievements

Communication DOs (for others)
Plan to talk about things that support his/her dreams and goals

Continuous Improvement Homework
May trust people a bit too much, and may get burned in the process


Basic Style Characteristics
Shows extreme high levels of patience in working with others

Work Style Characteristics
Known by others to have a “long fuse” and is not easily angered while on the job, although they may take some of the anger and vent it at home

Primary Strengths
Willing to work hard for a mission, cause, project, or purpose

Ideal Job Culture
A secure work situation, in exchange for the loyalty and work-ethic demonstrated

Needs for Increased Effectiveness
Sufficient time to consider alternatives prior to making changes

Wants for Long-Term Motivation
A moderate to greater level of security in the environment

Communication DOs (for others)
Break the ice with a brief personal comment

Continuous Improvement Homework
May hold too much to past tradition in procedures and processes


disc360 High S
Inscape Pattern = Specialist

DISC360 High C
Inscape Pattern = Objective Thinker
Interpretation Pages

Basic Style Characteristics
May be seen by some as aggressive and determined to meet or exceed goals or expectations

Work Style Characteristics
Has a high expectation for others to keep up and maintain a rapid pace

Primary Strengths
Thrives in competitive situations

Ideal Job Culture
Challenges to solve new problems

Needs for Increased Effectiveness
To become more aware of his/her impact and approach toward others in the organization

Wants for Long-Term Motivation
Authority equal to the responsibility he/she is given in his/her role

Communication Dos (for others)
Be specific about what’s needed to be done, and who is going to do it

Continuous Improvement Homework
May act too impulsively at times: A combination of the ego and optimism

Basic Style Characteristics
Very strong verbal and persuasive skills

Work Style Characteristics
Like to maintain control over the project or systems activities

Primary Strengths
Excellent at initiating activity and direction for the team or organization

Ideal Job Culture
A workplace that provides freedom from many details and heavy supervision

Needs for Increased Effectiveness
The work environment should have variety, many activities, and an occasional surprise situation

Wants for Long-Term Motivation
Authority equal to the responsibility he/she is given

Communication DOs (for others)
Stay on track and talk about the issue at hand

Continuous Improvement Homework
May sometimes overuse the "ends justify the means" adage
- **Basic Style Characteristics**
  - Is hard working and industrious

- **Work Style Characteristics**
  - Becoming involved in satisfying and productive working relationships

- **Primary Strengths**
  - Sets goals for him/herself, even if no goals are made explicit

- **Ideal Job Culture**
  - Likes to be able to set his/her own pace and maintain that pace

- **Needs for Increased Effectiveness**
  - To negotiate commitment on a one-to-one basis

- **Wants for Long-Term Motivation**
  - Appreciates rewards and sincere reinforcements as they amplify self-esteem

- **Communication Dos (for others)**
  - Take issue with the facts, not the person if you disagree

- **Continuous Improvement Homework**
  - May need to reduce “either/or” thinking, and realize that “both/and” solutions are possible

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- **Basic Style Characteristics**
  - A drive toward aggression and assertiveness is softened a bit by an internal sensitivity

- **Work Style Characteristics**
  - Motivated toward a freedom and flexibility to investigate and re-examine results and conclusions

- **Primary Strengths**
  - Strong agent of change

- **Ideal Job Culture**
  - Power and authority to make decisions and create change

- **Needs for Increased Effectiveness**
  - May need help in reaching closure on decisions or projects, but may view offers to help as being intrusive

- **Wants for Long-Term Motivation**
  - Authority equal to the responsibility he/she has been given

- **Communication DOs (for others)**
  - Three rules: Be brief, be bright, and be gone

- **Continuous Improvement Homework**
  - May overuse bluntness, critical comments, and attitude of aloofness
Interpretation Pages

Basic Style Characteristics
A high trust level in working with others

Work Style Characteristics
Motivated to bring a high sense of enthusiasm to projects and ideas

Primary Strengths
Potential to be an engaging presenter

Ideal Job Culture
Authority equal to his/her responsibility

Needs for Increased Effectiveness
Needs opportunities for involvement with a wide scope of people

Wants for Long-Term Motivation
Recognition for his/her contributions to the success of a project

Communication Dos (for others)
Be clear in your explanations

Continuous Improvement Homework
May sometimes overuse the enthusiastic attitude to the point of becoming obtrusive

DISC360 High I-D (I Higher)
Inscape Pattern = Promoter

Basic Style Characteristics
Excellent, empathic listening style

Work Style Characteristics
Is known for being sensitive to the needs of others on the team

Primary Strengths
Works hard for the team’s objectives and goals

Ideal Job Culture
Favorable working climate with positive attitudes and optimistic spirit

Needs for Increased Effectiveness
Is most participatory and productive in a favorable climate, absent of high pressure or chaos

Wants for Long-Term Motivation
A favorable working environment and a team-oriented climate

Communication Dos (for others)
Plan to talk about things that support his/her dreams and goals

Continuous Improvement Homework
May be overly tolerant with individuals who are unproductive of the team’s efforts

DISC360 High I-S (I Higher)
Inscape Pattern = Counselor
Basic Style Characteristics
Shows the ability to handle both the people-side and the detail-side of a project with equal skill and confidence

Work Style Characteristics
Motivated to accomplish complex tasks by working enthusiastically with people

Primary Strengths
The ability to handle both people and details with equal skill and confidence

Ideal Job Culture
Public recognition for accomplishments

Needs for Increased Effectiveness
Clear and specific job descriptions and role responsibilities

Wants for Long-Term Motivation
Security in knowing that the products and services are of highest quality

Communication Dos (for others)
Plan some extra time in your schedule for talking, relating, and socializing

Continuous Improvement Homework
The high enthusiasm may be seen by some as shallow or self-absorbed

Basic Style Characteristics
Able to appropriately handle both the human side and the task side of many projects and situations

Work Style Characteristics
Tends to be empathic, showing a high “sincerity-factor” in the things he/she says and does

Primary Strengths
Very supportive of team efforts

Ideal Job Culture
Public recognition for accomplishments

Needs for Increased Effectiveness
A greater control over time management

Wants for Long-Term Motivation
A moderate to greater level of security in the environment

Communication DOs (for others)
Plan to talk about things that support his/her dreams and goals

Continuous Improvement Homework
May prefer to maintain silence in a negative situation than to work in a pro-active way to create changes
Basic Style Characteristics
High degree of self-discipline

Work Style Characteristics
Persuades others on the team through perseverance and determination to get the project completed

Primary Strengths
Brings a high degree of objectivity to the organization’s systems and projects

Ideal Job Culture
Prefers a direct, detailed approach to what needs to be done on a project

Needs for Increased Effectiveness
A supportive team that is tolerant of the occasional blunt or critical remarks

Wants for Long-Term Motivation
Provide up-to-date facts and figures for analysis and critical thinking

Communication DOs (for others)
Stay on track and talk about the issue at hand

Continuous Improvement Homework
May become rather stubborn once their mind is made up on a decision or procedure

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Basic Style Characteristics
High degree of self-discipline

Work Style Characteristics
Makes job-related decisions through logic, not emotion

Primary Strengths
Brings a high degree of objectivity to the organization’s systems and projects

Ideal Job Culture
Prefers a direct, detailed approach to what needs to be done on a project

Needs for Increased Effectiveness
A supportive team that is tolerant of the occasional blunt or critical remarks

Wants for Long-Term Motivation
Provide up-to-date facts and figures for analysis and critical thinking

Communication DOs (for others)
Be specific about what’s needed to be done

Continuous Improvement Homework
Could use more people skills in motivating and managing others
Basic Style Characteristics
Demonstrates a high degree of competence in his/her area of expertise

Work Style Characteristics
He/she will desire to become the best they can or an expert in a specific area

Primary Strengths
Able to provide strengths in both the people side and the technical side of projects and operations

Ideal Job Culture
Public recognition for accomplishments

Needs for Increased Effectiveness
Clear and specific job descriptions and role responsibilities

Wants for Long-Term Motivation
Social recognition for success on a project or achieving a goal

Communication Dos (for others)
Join in with some name-dropping and talk positively about people and their goals

Continuous Improvement Homework
When under pressure, may become overly sensitive to criticism