

STUDENT AND CAREER REPORT

- Your study and career style summary
- System Keeper is the clearest pattern here. This C style values clear steps, steady quality, and organized work.

Alex Tan C High confidence

LEARNING STYLE PATTERN

System Keeper Learning or work setting that can fit: Analytical Builder. Often a fit for analysis, systems, planning, operations, and quality-driven work.

Role match score 56

STUDENT AND CAREER REPORT

About this student and career report

This report connects your DISC style to learning, study, career choices, and work environments. It gives ideas to explore, not fixed career rules.

Report for

Alex Tan

How to use it

Understand the learning settings that can fit you better.

Notice what can drain your energy.
Choose study or career experiments to test next.

Important note

DISC describes behavior patterns. It is not a medical test. Do not use it as the only basis for hiring, firing, promotion, or pay decisions.

DISC OVERVIEW

The four DISC styles

Everyone uses all four styles. Your report shows which styles appear stronger in your answers.

D • Dominance: direct action

Directness, control, pace, and willingness to take charge.

I • Influence: people energy

Persuasion, visibility, enthusiasm, and social energy.

S • Steadiness: patience and support

Patience, dependability, support, and preference for stability.

C • Conscientiousness: accuracy and care

Accuracy, analysis, standards, and preference for structure.

MAIN DISC PATTERN

The main pattern to remember

This section explains your main blend, how you adjust in public, and what shows under pressure.

- Main pattern
- System Keeper
- System Keeper reports often show people who value clear steps, steady quality, and organized work.

Style mix

C

Accuracy and care are the strongest parts of the overall result.

- Public style shift
- Public style shift stays close to the overall graph
- In public settings, this person shows more accuracy and care than the overall result suggests.

Pressure response

Pressure response -C

Pressure tends to reduce accuracy and care first, which can make the person look less warm, less steady, or less visible than usual.

STYLE MIX

C means accuracy and care are the strongest parts of the overall result.

role stretch

Public style shift stays close to the overall graph. In public settings, this person shows more accuracy and care than the overall result suggests.

PRESSURE RESPONSE

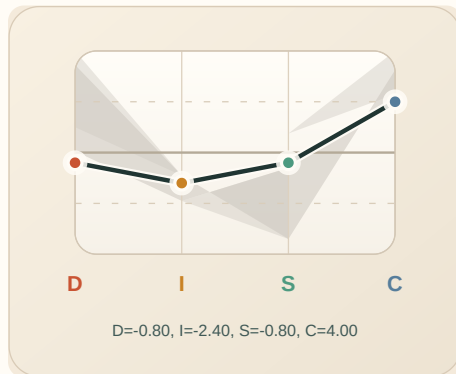
Pressure response -C. Pressure tends to reduce accuracy and care first, which can make the person look less warm, less steady, or less visible than usual.

3 DISC GRAPHS

Public, pressure, and overall patterns

GRAPH 1 • PUBLIC SELF

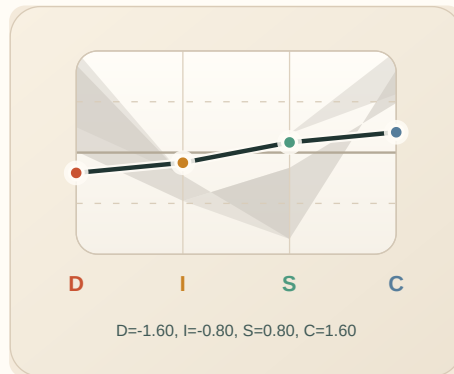
Public style



D=-0.80 I=-2.40 S=-0.80 C=4.00

GRAPH 2 • PRESSURE SELF

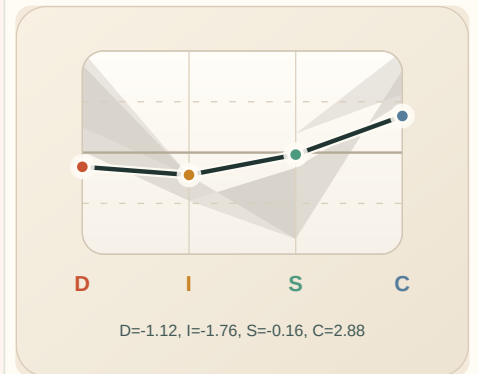
Pressure style



D=-1.60 I=-0.80 S=0.80 C=1.60

GRAPH 3 • PERCEIVED SELF

Overall style



D=-1.12 I=-1.76 S=-0.16 C=2.88

RESULT SUMMARY

- Primary style, secondary style, and scoring method
- This report reads DISC as a behavior tendency. It is not a medical result or fixed style summary.

Primary style

Conscientiousness • 68

Secondary style

Steadiness • 49

Blend

C

Public graph

Most choices. This shows the style the person most often chose as most like them.

- Pressure graph
- Least-like choices help estimate pressure behavior. This shows which styles can still appear when pressure rises.

Overall graph

Combined public and pressure response. This is the blended style pattern for the primary and secondary read.

Dominance 43

D

Public 45 Pressure 40

Most 5 Least 8

Influence 39

I

Public 35 Pressure 45

Most 3 Least 7

Steadiness 49

S

Public 45 Pressure 55

Most 5 Least 5

Conscientiousness 68

C

Public 75 Pressure 60

Most 11 Least 4

STUDY STYLE

How you can learn best

You can learn best with structure, detail, and time to think before responding.

ENVIRONMENT

What kind of setting can fit better

Clear, standards-based, and quality-driven environments can fit better than vague ones.

DECISION

How to use this without boxing yourself in

Use analytical builder to test internships, projects, majors, or role experiments rather than treating the result as fixed destiny.

LEARNING SUMMARY

How this result shows up in learning and work

- Learning style pattern
- System Keeper is the clearest learning and work pattern in this result. System Keeper reports often show people who value clear steps, steady quality, and organized work.

Style mix

C means Accuracy and care are the strongest parts of the overall result.

Environment signal

Clarity, standards, and enough time to think can matter more than speed alone.

- Guardrail
- Influence is the least used usual DISC style, so this person needs planned space for people and conversation.

STUDY COMMUNICATION

How to communicate in learning and career settings

Ask for the conditions you need

If you need clarity, pace, autonomy, or interaction, state that early.

Translate your style for mentors

Tell mentors when you need more detail or time to think.

Notice the mismatch early

The earlier you can name a mismatch in pace, structure, or people contact, the easier it is to course-correct.

STUDENT/CAREER

What to look for next

Learning setup

Choose classes, projects, or mentors that give enough clarity and feedback on quality.

Career filter

Use accuracy and care as one filter when comparing roles, not the only filter.

Experiment

Try one concrete project, shadowing step, or role conversation in the next month.

ACTIONS

Questions worth asking

Pace

Do I want a fast, changing environment or a steadier one with more predictability?

People contact

Do I want heavy interaction, balanced interaction, or more independent work?

Structure

Do I want freedom to improvise or a clearer process and standard to work inside?

DISC PROFILE

The strongest patterns in this result

Conscientiousness

You often bring analysis, structure, and attention to quality.

Steadiness

You often bring patience, steadiness, and dependable support.

Dominance

You often move toward action, decisions, and visible progress.

CAREER LENS

How to interpret work types

Analytical Builder • 56

Often a fit for analysis, systems, planning, operations, and quality-driven work.

Trusted Stabilizer • 53

Often a fit for service delivery, support, long-cycle account work, and steady team environments.

Supportive Coach • 51

Often a fit for people development, teaching, coaching, and long-term support roles.

work setting

What kinds of environments to compare

Fast environments

Good when you want urgency, visible ownership, and challenge, but they can drain you if you need more structure or reflection time.

People-heavy environments

Good when you learn through discussion, energy, and live interaction, but they can distract you if you need focus and quiet.

Steady environments

Good when you prefer rhythm, continuity, and time to settle into the work, but they can frustrate you if growth feels too slow.

Structured environments

Good when you want standards, clarity, and stronger quality control, but they can feel restrictive if you need more freedom to improvise.

what to balance

What this person needs to balance in study and career choices

Fit versus growth

The best next environment is not always the most comfortable one. It should fit enough to let you perform, while stretching you enough to grow on purpose.

Clarity versus exploration

You might want strong certainty before you move, but some career clarity only appears after trying real projects.

usual energy versus current demand

Do not mistake familiarity for fit. Compare what is normal around you with what actually lets you do strong work.

DECISION WORKSHEET

Questions to test before the next choice

Where have I done my best work?

List three situations where your energy, confidence, and quality were strongest, then look for the common conditions.

What drains me fastest?

Write down whether low clarity, low autonomy, low people contact, or too much unpredictability tends to shut you down first.

What experiment comes next?

Choose one conversation, one shadowing step, or one project that tests the kind of

environment you think fits better.

ADVISER PROMPTS

Questions to discuss with a mentor, teacher, or manager

Where do you see me at my best?

Ask for two specific situations where another person saw you learn quickly, contribute strongly, or handle pressure well.

What conditions seem to drain me?

Ask what other people notice about the environments, deadlines, or team patterns that seem to flatten your energy.

What experiment would give better evidence?

Choose one internship, class role, project type, or shadowing step that would produce real data about fit.

ROLE FIT

Role clusters that can fit best

Analytical Builder • 56

Often a fit for analysis, systems, planning, operations, and quality-driven work.

Trusted Stabilizer • 53

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Supportive Coach • 51

Often a fit for people development, teaching, coaching, and long-term support roles.

KEEP IN MIND

What to keep in mind as you use this report

No extra reminders are available yet.

PERSONAL DEVELOPMENT PLAN

Turn the report into practice

Use these actions over the next month, then review them with a coach, manager, mentor, or trusted peer.

Use Conscientiousness intentionally

Choose one situation each week where accuracy and care should help, then name what healthy use looks like before you act.

- Daily: Before one important interaction, decide what your strongest style should do
- and what it should not overdo.
- Weekly: Review one moment where this style helped and one where it became
- been too strong.
- Monthly: Ask a trusted person where this style is helping your work and where it is
- creating avoidable possible conflict.

Blend in Steadiness Steadiness is the supporting DISC style. Use it to balance the lead style instead of letting one pattern carry every situation.

Daily: Add one behavior from this supporting style to a meeting, message, or decision. Weekly: Identify one task where the supporting style would improve the outcome. Monthly: Compare whether people experience the blend you intend or only your lead style.

Plan for pressure shifts

Conscientiousness changes most between the overall and pressure graphs. Decide in advance what a useful pressure response looks like.

Daily: Pause before responding when pressure rises and name the result you want.

Weekly: Write down one pressure moment and what other people probably experienced from you.

Monthly: Choose one pressure habit to keep, one to reduce, and one to replace.

REVIEW GUIDE

Questions for the first review

Review question

What did you expect before reading the report, and what was different from the result?

Review question

Which graph feels most like how other people experience you: public, pressure, or overall?

Review question

Which strength shows up clearly in teams, and which growth area would most improve your next month?

- Review question
- Where does your primary style help you most, and where can it become too much?
- DETAILED SCORES
- DISC style summary

- Conscientiousness 68
- ACCOUNTABILITY
- Usual emphasis
- Follow-up step
- Overall style 68 • Public style 75 • Pressure style 60
- Make the plan easy to see
- Choose one trusted person to review the plan after two weeks and one real situation to use as evidence.
- Steadiness 49
- Moderate signal

Overall style 49 • Public style 45 • Pressure style 55

Dominance 43
Moderate signal

Overall style 43 • Public style 45 • Pressure style 40

Influence 39
Moderate signal

Overall style 39 • Public style 35 • Pressure style 45

HOW TO READ THIS
How to read this report

Accuracy and care are strongest in this result, supported by steadiness.

This report shows a fairly clear DISC pattern. Use it with real examples, feedback, and observed behavior.

Response pattern
The answers show enough difference to give a useful DISC result.

Report owner
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DISC REPORT SNAPSHOT

Primary DISC style C - Conscientiousness	Secondary DISC style S - Steadiness	Score breakdown D -1.12 I -1.76 S -0.16 C 2.88
Behavioral summary Careful, structured, and focused on accuracy, standards, and sound reasoning. Secondary Steadiness adds steady, patient, and focused on support, continuity, and dependable follow-through.	Communication style Provide facts, logic, criteria, and enough detail to support the decision.	Work preferences Works best with clear standards, time to analyze, and quality expectations. Blend: C-S.
Motivators Accuracy, competence, order, useful data, and doing work properly.	Stressors Vague instructions, emotional pressure, preventable errors, and rushed quality.	Strengths Analysis, planning, quality control, discipline, and attention to detail.
Blind spots May over-check, sound reserved, or wait too long for perfect certainty.	Collaboration advice Share the reason behind recommendations and separate must-have detail from nice-to-have detail.	Growth recommendations Decide what is accurate enough, then communicate sooner and more simply.

HOW TO USE THIS REPORT RESPONSIBLY

DISC shows behavior preferences. It does not measure skill, intelligence, character, mental health, or job performance. Do not use it as the only basis for hiring, firing, promotion, pay, or school decisions.

Use it for coaching
Compare the report with real examples from work, study, sales, leadership, or team meetings.

Use it with evidence
Ask what the person has actually done before making a development decision.

Use it with care
Treat the result as a starting point for conversation, not as a fixed label.

MANAGER GUIDE

How to manage this person

Use one study, project, or career example. Ask which environment helped, which environment drained energy, and what small experiment should come next.

How to coach

Coach with one real example. Ask what worked, what did not work, and what behavior to test next.

How to communicate during stress

Slow the conversation. Name the next step. Check understanding before moving on.

30-DAY ACTION PLAN

Week 1: Notice the pattern

Write down two moments where the main style helped and one moment where it became too much.

Week 2: Practice one change

Choose one meeting, message, study session, sales call, or team discussion to adjust on purpose.

Week 3: Prepare for pressure

Before one high-pressure situation, decide what useful behavior looks like.

Week 4: Review with evidence

Ask one trusted person what changed. Keep one habit for the next month.

NEXT STEP

Use this report in one real conversation. Choose one small behavior to test this week.

Pick one habit

Choose one communication habit, work habit, or pressure habit from the report.

Try it once

Use it in one meeting, sales call, study session, or team discussion.

Review the result

Ask what improved, what felt difficult, and what to adjust next.