

GROUP REPORT

- How this group
- is likely to work
- together
- Meridian Growth Team reads most like a Catalyst Driver.
- This D-I group pattern has strong direct action and lower patience and support.

Meridian Growth Team D-I 8 results

GROUP STYLE PATTERN

Catalyst Driver

Meridian Growth Team • 8 results • average confidence 87

Profiles 8

GROUP REPORT

About this group report

This report combines several DISC results into one team view. It shows the group pattern, likely strengths, possible conflict, and simple rules for better teamwork.

Report for

Meridian Growth Team

How to use it

See which DISC styles are strongest in the group.

Notice which style needs more space in meetings and decisions.

Create simple team rules for decisions, handoffs, and follow-up.

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

Catalyst Driver
Meridian Growth Team reads most like a Catalyst Driver. This D-I pattern turns urgency into visible movement around a decision.

Style mix

D-I
Direct action leads, and people energy shapes how that lead style is shown.

Public style shift

Public style shift stays close to the overall graph
Visible settings pull this group toward more dominance than the overall graph would suggest.

Pressure response

Pressure response +D
Pressure tends to increase direct action first. That is the style people are most likely to feel from the group when the stakes rise.

STYLE MIX

D-I • Direct action leads, and people energy shapes how that lead style is shown.
role stretch

Public style shift stays close to the overall graph. Visible settings pull this group toward more dominance than the overall graph would suggest.

PRESSURE RESPONSE

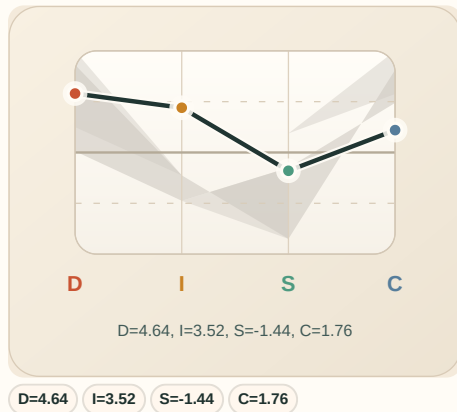
Pressure response +D. Pressure tends to increase direct action first, so that is the style people are most likely to feel from the group when the stakes rise.

3 DISC GRAPHS

Average public, pressure, and overall patterns

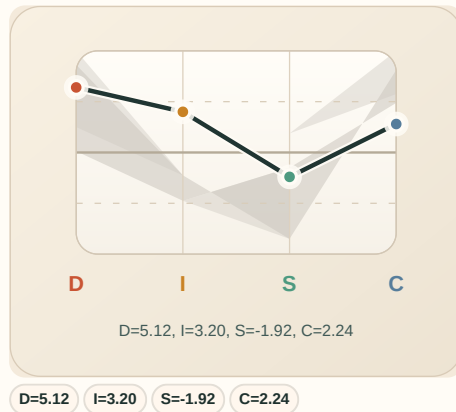
GRAPH 1 • PUBLIC SELF

Public style



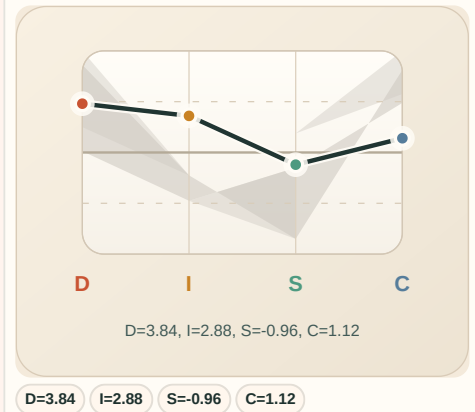
GRAPH 2 • PRESSURE SELF

Pressure style



GRAPH 3 • PERCEIVED SELF

Overall style



TEAM DASHBOARD

Composition, risks, and operating plan

This section reads the group as a working system. It shows who is in the room, what the team can overuse, what it can miss, and which rules can improve teamwork.

Team size

8

Meridian Growth Team

Group blend

D-I

Catalyst Driver

Strongest signal

Dominance

74 average score

Lowest style

Steadiness

44 average score

STYLE DISTRIBUTION

Primary styles represented

D • Dominance: direct action 3 members • 38%

I • Influence: people energy 2 members • 25%

S • Steadiness: patience and support 2 members • 25%

C • Conscientiousness: accuracy and care 1 member • 12%

CONFLICT MAP

Where the team should slow down

Fast decisions

The team can decide quickly, but should pause for risk, impact, and owner clarity.

Quiet concerns

Steady or careful members can see problems early but need an explicit invitation to speak.

Follow-through

High energy needs a written owner, deadline, and definition of done.

MEMBER MATRIX

Who brings which style energy

Aisha Rahman

Project Lead

Moves decisions forward quickly.

Can close discussion before quieter people are ready.

Marcus Lee

Operations Owner

Turns goals into firm operating choices.

Can sound too blunt when quality is at risk.

Ethan Wong

Product Owner

Pushes progress while protecting delivery rhythm.

Can carry too many decisions alone.

Priya Nair

Client Success

Builds trust and keeps clients engaged.

Can avoid harder trade-off conversations.

Daniel Tan

Business Development

Creates energy and opens new conversations.

Can move to the next idea before details close.

Mei Chen

Delivery Coordinator

Keeps work stable and dependable.

Needs clearer permission to challenge fast decisions.

Omar Hassan

People Support

Protects team trust and morale.

Can delay direct conflict.

Grace Lim

Quality Analyst

Protects standards, evidence, and quality.

Needs time to review before committing.

evidence.

Handoff rule

Every handoff should name the owner, deadline, success standard, and next checkpoint.

Review rule

Create one quality checkpoint before major client promises or launches.

TEAM ACTION PLAN

What to test over the next 30 days

Week 1: Add the decision gate

Before final decisions, ask what risk, person, or detail has not been heard yet.

Week 2: Tighten handoffs

Use one shared handoff format with owner, deadline, standard, and next check.

Week 3: Protect review time

Give the quality voice time to review high-risk work before anyone promises it.

Week 4: Review the rule

Ask the team which rule helped most and what to change.

strongest signal

What this group is likely to do by default

Meridian Growth Team is likely to show dominance more than any other style dimension.

CONFLICT

Where coordination can break down

This group can move fast and push hard, so steadier members needs more room
before decisions lock.

OPERATING RULE

What would help this group work better

Create one shared rule that protects steadiness while still using the group's stronger
dominance energy well.

TEAM SUMMARY

What this group is likely to feel like from the inside

- Group style pattern
- Catalyst Driver is the clearest team style summary in this group. Meridian Growth Team reads
- most like a Catalyst Driver: a D-I pattern that tends to combine force and persuasion,
- turning urgency into visible movement around a decision.

Style mix

D-I means direct action leads, and people energy shapes how that lead style is shown.

Least used style

Steadiness is the least active area, which often means its needs are easy to overlook in live work.

What this means operationally

Steadiness is the least active usual style in this group, so it needs a defined job in meetings, decisions, or handoffs.

TEAM COMMUNICATION

How this group is likely to communicate

What the group tends to

Faster discussion, quicker visible reactions, and more pressure to move.

What can get under-communicated

Steady reassurance and rhythm through change.

What helps most

Shared meeting rules work better than good intentions. Decide in advance how the team will make calls, record actions, and slow itself down when needed.

GROUP

Primary styles represented in this group

Dominance • 3

3 people show this as the clearest usual style.

Influence • 2

2 people show this as the clearest usual style.

Steadiness • 2

2 people show this as the clearest usual style.

Conscientiousness • 1

1 person shows this as the clearest usual style.

TEAM ACTIONS

Ways to improve team interaction

Meeting rhythm

Use short agendas, clear decision owners, and a documented follow-up list so momentum does not outrun clarity.

Conflict pattern

This group can move fast and push hard, so steadier members needs more room before decisions lock.

Team design

Protect space for steadiness so the group does not use its usual dominance style too much.

GROUP PROFILE

Average DISC styles in this group

Dominance • 74

Directness, control, pace, and willingness to take charge. This can help in roles that reward ownership, decisions, urgency, and results.

Influence • 68

Persuasion, visibility, enthusiasm, and social energy. This can help in roles that reward connection, persuasion, and visibility.

Conscientiousness • 57

Accuracy, analysis, standards, and preference for structure. This can help in roles that reward accuracy, systems, planning, and standards.

- Steadiness • 44

- Patience, dependability, support, and preference for stability. This can help in roles that
- reward consistency, cooperation, and long-term trust.

ROLE PATTERN

Common work-fit groups in this team

Growth Driver • 3 3 people align most strongly with this work group.	People Connector • 2 2 people align most strongly with this work group.	Trusted Stabilizer • 2 2 people align most strongly with this work group.
Analytical Builder • 1 1 person aligns most strongly with this work group.	MEETING BY STYLE What to protect in group dynamics	When D is strong in the room Protect speed, but add a clear decision rule so urgency does not overrun listening or quality.
When I is strong in the room Protect energy and idea flow, but capture commitments so the meeting leaves with owners and deadlines.		When S is strong in the room Protect trust and steadiness, but force hard calls when the group is delaying a

necessary decision.

When C is strong in the room Protect rigor and detail, but time-box analysis so the group does not stall inside over-checking.	what to balance What this group has to balance	Use the dominant style without letting it dominate everything Meridian Growth Team can gain speed and confidence from dominance. The team still needs clear protection for the styles it expresses less strongly.
Let the weakest signal have a real job Steadiness needs a real job. Give it a place in meetings, decisions, or handoffs so the team does not lose balance.	Turn team insight into operating rules A group pattern only becomes useful when it changes how the team decides, assigns work, resolves possible conflict, or reviews progress.	TEAM WORKSHEET Team worksheet prompts
What style is carrying the room? Name where dominance is helping the team and where it is starting to distort decisions.		What style is not getting enough room? Identify one meeting or workflow change that would protect more of steadiness.

What operating rule will we test? Pick one meeting rule, handoff rule, or decision rule to test for two weeks and then review together.	DISCUSSION PROMPTS Questions to ask as a team	Where are we overusing our dominant energy? Identify one live workflow where dominance is helping and one where it is now creating blind spots.
What role should the weaker style play? Decide how steadiness should show up in planning, meetings, quality checks, or decision sign-off.	What team rule will create the biggest gain? Choose one operating rule that the whole team can observe next week and review together after using it.	ROLE PATTERN Common work-fit groups in this team
Growth Driver • 3 3 people align most strongly with this work group.	People Connector • 2 2 people align most strongly with this work group.	Trusted Stabilizer • 2 2 people align most strongly with this work group.

Analytical Builder • 1

1 person aligns most strongly with this work group.

OPERATING RULES

What this group should protect

Meeting rhythm

Use short agendas, clear decision owners, and a documented follow-up list so momentum does not outrun clarity.

Conflict pattern

This group can move fast and push hard, so steadier members needs more room before decisions lock.

Team design

Protect space for steadiness so the group does not use its usual dominance style too much.

DETAILED SCORES

Group style summary

Dominance 74

Strong group signal

usual 74 • Public 79 • Pressure 82

Influence 68

Balanced group signal

usual 68 • Public 72 • Pressure 70

Conscientiousness 57

Conscientiousness 57

Balanced group signal

usual 57 • Public 61 • Pressure 64

Steadiness 44

Lower group signal

usual 44 • Public 41 • Pressure 38

HOW TO READ THIS

How to read this report

Meridian Growth Team leans most toward direct action and least toward patience and support.

This group report combines the results currently assigned to this group view.

Group note

Meridian Growth Team includes 8 results.

Group note

Average confidence across the group is 87.

Report owner

Meridian Growth Team • example-team@example.com

DISC REPORT SNAPSHOT

Primary DISC style

D - Dominance

Secondary DISC style

I - Influence

Score breakdown

D 3.84 | I 2.88 | S -0.96 | C 1.12

Behavioral summary

Direct, fast-moving, and focused on decisions and visible progress. Secondary Influence adds expressive, persuasive, and focused on connection, energy, and shared buy-in.

Communication style

Keep messages short, state the result needed, and confirm ownership.

Work preferences

Works best with clear goals, authority to act, and room to remove obstacles. Blend: D-I.

Motivators

Autonomy, challenge, practical results, and momentum.

Stressors

Slow decisions, unclear ownership, repeated debate, and blocked action.

Strengths

Decisiveness, urgency, courage to address hard issues, and result focus.

Blind spots

May move faster than others can follow or under-explain the reasoning.

Collaboration advice

Invite quieter views before closing a decision, then name the next action.

Growth recommendations

Pause long enough to test assumptions, hear concerns, and protect follow-through.

TEAM MAP

This chart places the team in four DISC quadrants. The large marker shows the main team profile. The numbered dots show individual team members.



TEAM STYLE BUCKETS

Team results

People who help the group decide, move, and finish.

Team inspiration

People who help the group share ideas and build energy.

Team cooperation

People who help the group stay steady and support others.

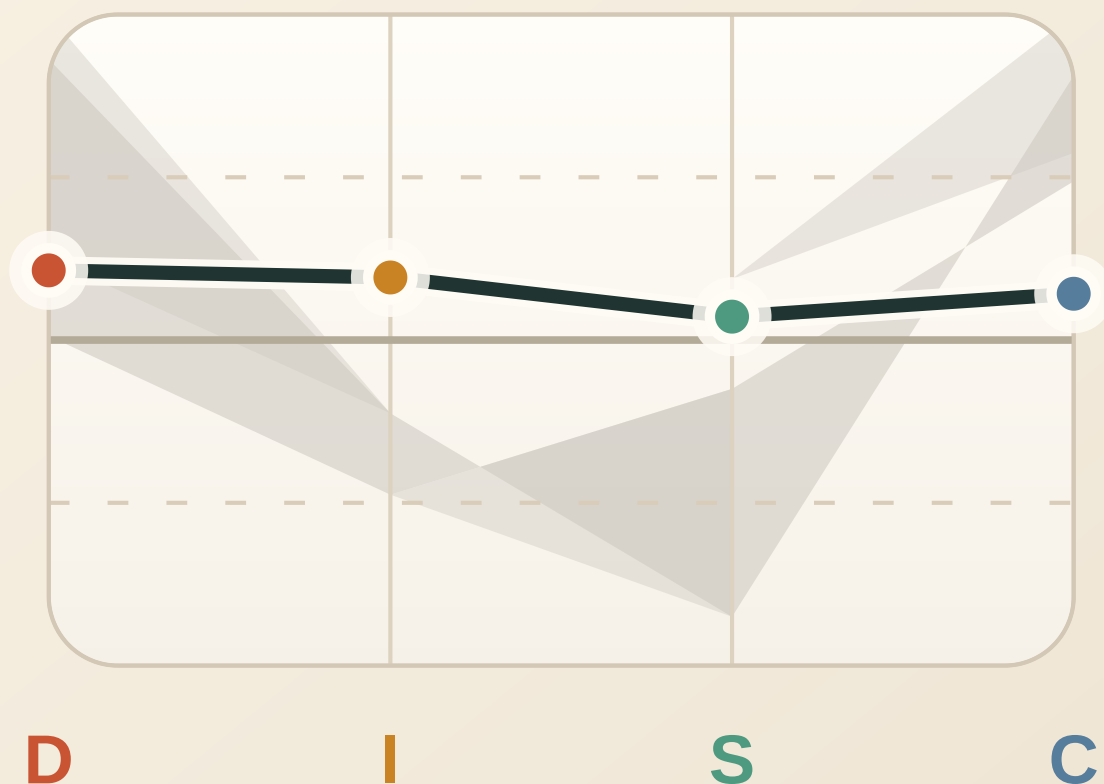
Team quality

People who help the group check details and improve standards.

The example team reads as D-I overall. This team can move fast, speak directly, and create energy around goals. The team should still protect time for details, quieter views, and follow-up.

TEAM COMBINED DISC GRAPH

This graph is made from the average of all example members. It shows the broad team pattern, not one person.



D=1.71, I=1.54, S=0.58, C=1.14

What stands out

D and I are higher than S and C, so the team can move quickly and speak with energy.

What to protect

Slow down before final decisions so quieter views, details, and follow-up steps are not missed.

Manager action

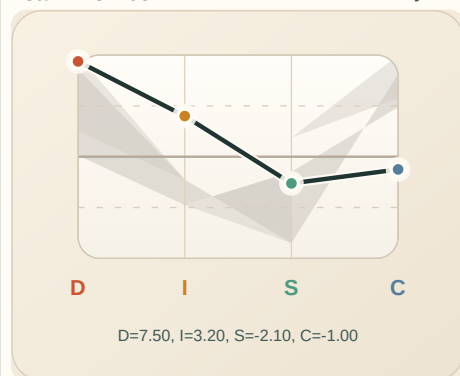
Pair fast starters with careful finishers when the work needs both speed and accuracy.

INDIVIDUAL DISC GRAPHS

Each chart shows one team member. Use these charts to plan communication, coaching, and meeting roles.

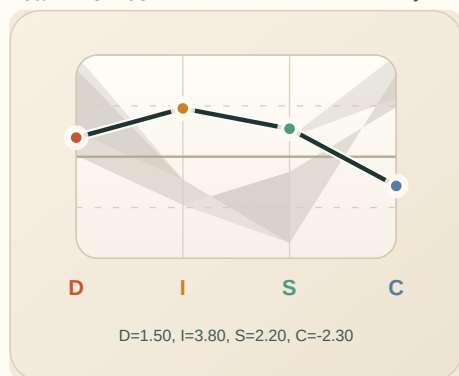
Team Member 1

Style: DI



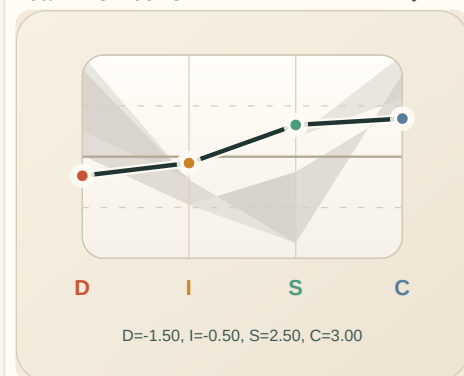
Team Member 2

Style: IS



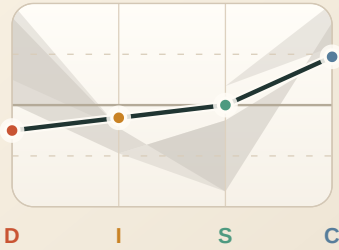
Team Member 3

Style: CS



Team Member 4

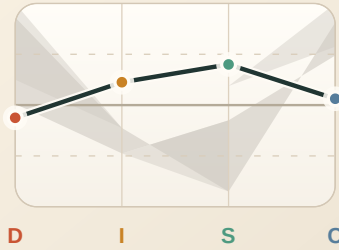
Style: C



D=-2.00, I=-1.00, S=0.00, C=3.80

Team Member 5

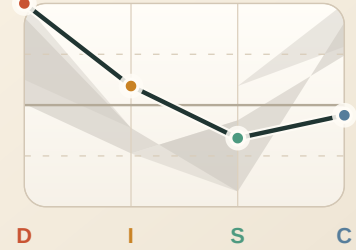
Style: S



D=-1.00, I=1.80, S=3.20, C=0.50

Team Member 6

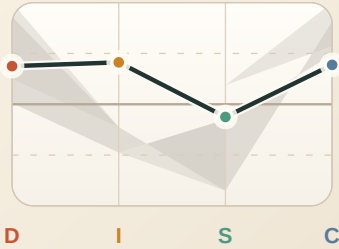
Style: D



D=8.00, I=1.50, S=-2.60, C=-0.80

Team Member 7

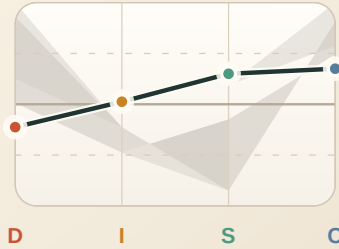
Style: IC



D=3.00, I=3.30, S=-1.00, C=3.10

Team Member 8

Style: SC



D=-1.80, I=0.20, S=2.40, C=2.80

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 group

Use the strongest group style to keep the team moving, but give the least expressed style a clear role in meetings, decisions, and handoffs.

How to coach

Coach the team with real examples from meetings or handoffs. Decide one team rule to test for two weeks.

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.