

PERSONAL REPORT

- Your DISC main pattern
- System Keeper is the clearest pattern in this result. This C pattern values clear steps, steady quality, and organized work.

Alex Tan C High confidence

MAIN STYLE PATTERN

System Keeper

Work type that can fit: Analytical Builder. Often a fit for analysis, systems, planning, operations, and quality-driven work.

Role match score 56

PERSONAL REPORT

About this report

This report explains your DISC behavior pattern in simple language. Use it to understand how you work, communicate, and respond under pressure.

Report for

Alex Tan

How to use it

Understand your main DISC style and secondary style.

See what helps you communicate better with others.
Choose one or two actions to test in real life.

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

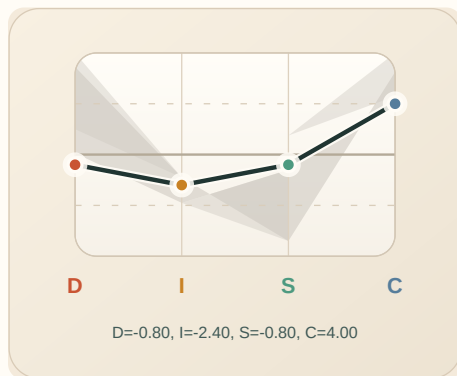
Pressure response -C. Pressure tends to reduce accuracy and care first, which can make the person look less warm, less steady, or less visible than usual.

3 DISC GRAPHS

Public, pressure, and overall patterns

GRAPH 1 • PUBLIC SELF

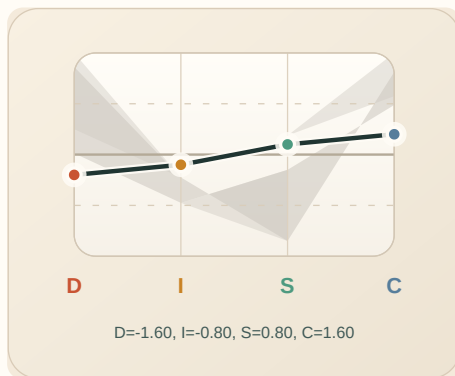
Public style



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

GRAPH 2 • PRESSURE SELF

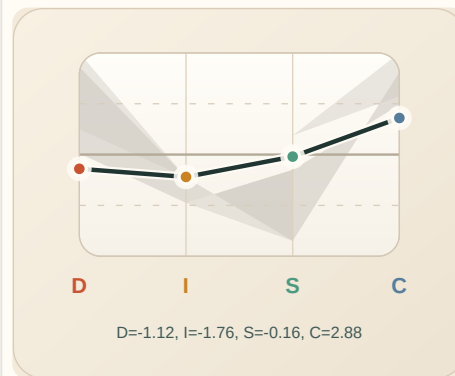
Pressure style



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

USUAL STYLE

What appears most usual for you
Accuracy and care are the strongest usual style, supported by steadiness.

ROLE STYLE

How your environment shapes you
Your usual style and role style look fairly aligned right now.

PRESSURE STYLE

What to watch under pressure
Use your pressure graph to notice what changes first when the stakes rise.

STYLE SUMMARY

How this result shows up

- Main style pattern
- System Keeper is the clearest 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.

What others notice first

Thoughtfulness, rigor, and concern for quality and correctness.

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

COMMUNICATION GUIDE

How this person communicates

What this style tends to value in conversation

Logic, accuracy, and enough evidence to feel sure.

What can become too strong

The usual and public styles are fairly aligned, so the communication pattern can feel more consistent across settings.

How to get better data from this style

Ask for a recent example, not just agreement with the wording. That usually reveals whether the result fits real behavior.

PRACTICAL USE

Practical next steps

Use your top style more intentionally

Look for work, projects, or communication habits that let accuracy and care show up in a healthy way.

Notice your role pattern

Compare what feels easy with what your current environment seems to demand.

Watch your pressure shift

Use one recent pressure situation to see how accurate the stress pattern feels.

ACTIONS

How to use this report well

Reminder

Use this as a language tool for self-awareness, not as a label.

Reminder

Notice which communication and work patterns feel easy versus effortful.

Reminder

Compare your usual style, role style, and pressure style before making big decisions.

DISC PROFILE

The strongest patterns in this result

Conscientiousness

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

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

Dominance

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

USE THIS RESULT

Questions to test in real life

Check it against recent examples

Compare this report with one recent success, one conflict, and one pressure moment from real life.

Ask someone who knows your work

Share the report with someone who sees you often and ask what feels accurate, incomplete, or overstated.

Choose one behavior to test

Pick one communication habit or work habit to change this week instead of trying to act on the whole report at once.

STYLE GUIDE

How to work with the four styles

When dealing with high D people

Lead with the point, the decision, and the outcome. Respect pace and avoid long explanations.

When dealing with high I people

Make room for enthusiasm, story, and interaction. Confirm the real takeaway before the conversation ends.

When dealing with high S people

Slow the pace enough to build trust and reduce surprise. Stability matters as much as correctness.

When dealing with high C people

Bring detail, evidence, and logic. Let them test the reasoning before asking for commitment.

what to balance

What this person needs to balance

- usual strength versus using it too much
- Your strongest style is useful because it gives you a reliable default. The risk is that it
- can become your answer to every problem, even when the situation needs something
- else.

Current role style versus long-term fit

The usual and public patterns are fairly aligned, so the next question is less about fit and more about deliberate use.

Pressure response versus effectiveness

The best pressure question is not what you feel, but what other people experience first when the stakes rise.

REFLECTION WORKSHEET

Questions to evaluate with real examples

One success

Name one recent success and ask which part of your usual style helped create it.

One possible conflict point

Name one recent conflict and ask whether pace, warmth, detail, or steadiness did not match the interaction.

One pressure moment

Name one recent important moment and decide what changed first in your behavior that other people probably felt.

REVIEW PROMPTS

Questions that make the report more useful

What in this report feels obviously true?

Start with the parts that fit immediately, because those are often the easiest places to use the report well.

What needs evidence before I trust it?

If a section feels uncertain, test it against one recent example instead of dismissing or accepting it too quickly.

What single change would make this report useful this week?

Choose one conversation, meeting habit, or pressure habit to test rather than trying to act on the entire report at once.

ROLE CLUSTERS

Roles that can suit this pattern

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.

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 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

Give clear expectations, enough context, and one practical next step. Use the report to improve the next conversation, not to label the person.

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.