

LEADER REPORT

- Your leadership main pattern
- System Keeper is the clearest leadership read here. This C pattern values clear steps, steady quality, and organized work.

Alex Tan C High confidence

LEADERSHIP STYLE PATTERN

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

Role match score 56

LEADERSHIP REPORT

About this leadership report

This report shows how your DISC style can affect your leadership. It helps you see how people can experience your pace, tone, decisions, and support.

Report for

Alex Tan

How to use it

Understand your usual leadership pattern.

See what your team needs from you under pressure.
Choose one leadership behavior to practice this week.

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

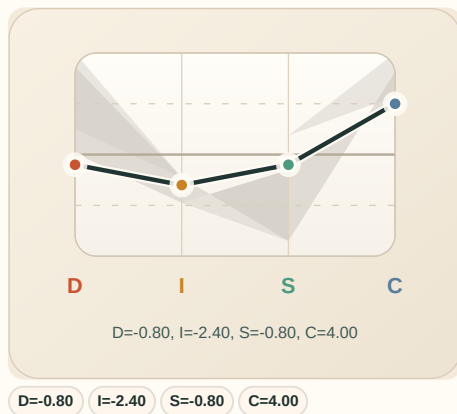
Pressure response -C. Pressure tends to reduce accuracy and care first, which can make the person look less warm, less steady, or less visible than usual.

3 DISC GRAPHS

Public, pressure, and overall patterns

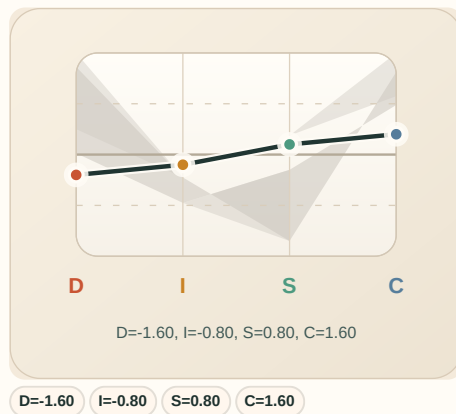
GRAPH 1 • PUBLIC SELF

Public style



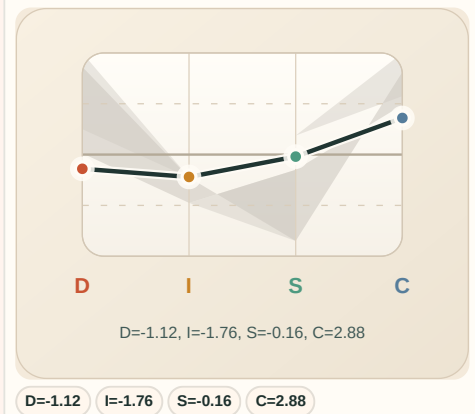
GRAPH 2 • PRESSURE SELF

Pressure style



GRAPH 3 • PERCEIVED SELF

Overall style



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

DEFAULT

How you are likely to lead when things are normal

You tend to lead with clarity, standards, structure, and careful judgment.

PRESSURE

What your team can feel when pressure rises

Under pressure, your team can feel a stronger version of your default style.

role demand

What stronger leaders do on purpose

They keep their usual style, but they change pace, detail, warmth, and firmness depending on who they are leading.

LEADERSHIP SUMMARY

How this result shows up in leadership

- Leadership style pattern
- System Keeper is the clearest leadership pattern in this report. 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 the team can feel first

Standards, careful judgment, and structured thinking.

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

LEADERSHIP COMMUNICATION

How to communicate with more range as a leader

Keep your usual style, widen your range

Strong leaders do not erase their style. They add range so different people can hear the message in a way they can actually use.

Explain both the what and the why

Your team can hear the reasoning clearly. They still need a simpler headline and a firmer call to action.

Pressure changes tone first

When stakes rise, your tone, speed, and tolerance often shift before you notice it. That is usually what the team feels most.

LEADER

Leadership moves to strengthen

Delegation

Delegate with clear standards, then avoid over-controlling every detail.

Feedback

Make feedback concrete so people know what to repeat, stop, or improve.

Conflict Influence is your lowest usual DISC area, so pay attention to the kind of conflict you tend to avoid or mishandle.

ACTIONS

What your team needs from you

For high D people

Be direct, brief, and outcome-focused.

For high I people

Acknowledge ideas, energy, and visible progress.

For high S people

Give time, stability, and enough context around change.

For high C people

Give clarity, proof, and enough detail to reduce confusion.

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.

LEADER REMINDERS

How to use this report well

Reminder

Use this to understand your default leadership style and your pressure style.

Reminder

Adjust how you delegate, motivate, and give feedback across different DISC styles.

Reminder

Watch the blind spots your strongest style can create for the team.

STYLE GUIDE

How to lead each DISC-heavy style

Leading high D people

Be concise, outcome-first, and clear on authority. Debate the issue directly and avoid sounding vague or hesitant.

Leading high I people

Acknowledge ideas and momentum publicly. Keep accountability visible so energy turns into follow-through.

Leading high S people

Explain change with enough notice and context. Let trust, rhythm, and practical support absorb the transition.

Leading high C people

Define standards, evidence, and decision logic. Give enough detail for confidence without micromanaging every move.

what to balance

What this leadership style has to balance

Clarity versus range

Your team benefits when your usual style is clear and stable. Leadership breaks down when that same style becomes the only channel you use.

Speed versus inclusion

Your usual steadiness or rigor can protect people and quality well, but it can slow commitment if you do not create enough urgency.

Standards versus trust

The real test is not only whether your standard is right, but whether people can hear it without shutting down.

LEADER WORKSHEET

Questions to test with your team this week

Where am I over-leading?

Identify one place where your strongest style is becoming too strong and reducing trust, clarity, or ownership.

Where am I under-leading?

Identify one place where the team needs more speed, more warmth, more steadiness, or more rigor from you.

What one change will the team feel?

Choose one visible leadership behavior to change this week so the team can notice

the difference in meetings or one-on-ones.

ONE-ON-ONE PROMPTS

Questions to use in leadership reviews

What did the team most likely feel from me?

Use a recent meeting or conflict and name what the team probably experienced first in your tone, speed, and level of certainty.

Where did my default style help?

Identify one place where your usual style made the team clearer, calmer, faster, or more disciplined.

Where do I need more range next?

Choose one leadership moment this week where you will deliberately change pace, detail, or warmth for the person in front of you.

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

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

Use one recent leadership moment. Ask what the team heard, what the leader intended, and what should be clearer next time.

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.

Use one question

Ask one clear question before you give advice, direction, or a recommendation.

Confirm the next action

Name who owns it, when it is due, and what good work looks like.

Keep the tone simple

Use short sentences. Check that the other person understood the message.

Watch pressure changes

Notice what becomes harder: speed, details, people, or stability.

Use a real example

Use one real example before making a big change to your approach.

Repeat what works

Keep the behavior if it improves trust, clarity, follow-up, or results.

Share the summary

Tell one trusted person which pattern you want to practice.

Check if it fits

Use the idea only if it helps the real situation in front of you.

Keep learning

Review the report again after one week of real use.