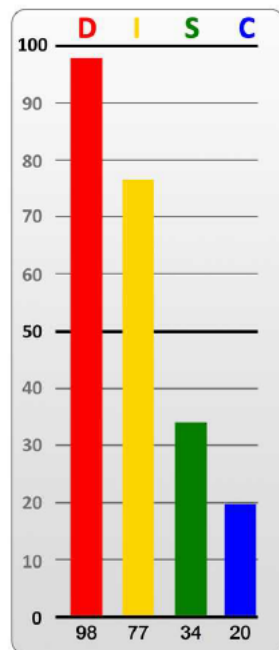




POWERHOUSE
— Coaching Services —

COMMUNICATION AND BEHAVIORAL STRENGTHS

DISCstyles™ Pro



Susan Sample

March 24, 2026

(This is ONLY a sample of the 36 page report. Your report will be specific to your personal assessment.)





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Susan, this is your **DISCstyles Self Report**. After realizing the value of this version, you may want to derive the benefits from having your report converted into other comprehensive versions that are relevant to additional goals or alternate environments.

Ask us about the **DISCstyles: Sales, Leadership, Career Management, and Résumé and Cover Letter Development Report**.





INTRODUCTION TO THE DISCSTYLES™ SELF REPORT

Congratulations on your participation in the DISCstyles Assessment used to analyze your Communication Preferences and Behavioral Style for your personal and professional development.

This report is the result of that process...

Susan, with your personalized and comprehensive DISC report, you have a tool to help you develop strategies to meet the demands of your environment and become more effective. Your report provides information that helps you better understand *you* and helps you appreciate and use your natural strengths, while recognizing and improving your limitations. This report does not deal with values or judgments. Instead, it concentrates on the tendencies that influence your behavior and also helps you to recognize the preferences and strengths in others. To establish and maintain the best interactions with others and to your environment, you will want use a very practical rule:

Learn to treat others the way *they* want to be treated.

This concept focuses on patterns of external, observable behaviors using scales of directness, openness, and the pace the different styles of behavior exhibits. Because we can see and hear these external behaviors, it becomes easier to understand why others react and respond as they do. This model is simple, practical, and easy to remember.

BEHAVIORAL STYLES

Historical and contemporary research reveal more than a dozen models in understanding behavioral differences in people. Many share one common thread; the grouping of behavior into four basic categories. **Your report will be referring to these four categories as the DISC styles.**

The DISC concept measures **four dimensions of normal behavior and determines:**

- How you respond to **problems** and **challenges**.
- How you **influence** others to your point of view.
- How you respond to the **pace** of the environment.
- How you respond to **rules** and **procedures** set by others.

The **Four Basic DISCstyles Overview** section provides a summary of the DISC styles. (Pg. 24)

STYLE	TENDENCIES
Dominance	Tends to be direct and guarded
Influence	Tends to be direct and open
Steadiness	Tends to be indirect and open
Conscientious	Tends to be indirect and guarded

HOW TO USE YOUR DISC REPORT... Your report is divided into two parts.

Part I focuses on understanding **YOUR PERSONAL DISC STYLE CHARACTERISTICS**. While this information is extremely valuable, the second section increases the value of your report exponentially.

Part II explains **ADAPTABILITY** and provides action plans for your interactions with others.

There is no "best" style nor is there a "worst" style. Each style has its unique strengths and opportunities for continued improvement and growth. Behavioral descriptions mentioned in this report are tendencies for your style group and depending upon the blending of DISC styles and the intensity levels of DISC traits, some descriptions of a pure DISC style may not specifically apply to you.

In addition to understanding your personal style, Susan, your report identifies ways you can apply your personal strengths and how to temporarily adjust your style limitations to meet the needs of a specific person or environment. Social scientists refer to this adaptability as "Social Intelligence." Much has been written on how social intelligence is as important for effectiveness as is Intelligence Quotient (IQ). In some cases, social intelligence may even be more important than IQ. The concept of adaptability is explained within the section: **What is Behavioral Adaptability?** (Pg. 28)



PART I: UNDERSTANDING YOURSELF

GENERAL CHARACTERISTICS

Susan, the narration below serves as a general overview of your behavioral tendencies. Recognize that our behaviors define how we interact with others as we approach the problems, personal interactions, activity level, and structure of our daily lives. This sets the stage for your report and provides a framework for understanding and reflecting on your results. Additionally you will receive ideas on how to leverage your strengths to maximize your personal and professional success.

You have the ability to take an ambiguous idea, modify it, and create a practical solution, all very quickly. Your ability to quickly analyze a situation -- even a disjointed one -- and synthesize it to craft a new cohesive idea is a rare skill. This is also a strength that should be amplified by the team or organization. You bring unique problem-solving skills to the table.

You are able to see the "big picture" and communicate it clearly to others. Your rapid insight, quick analysis, and fluent verbal skills combine into a rare strength that allows you to articulate complex ideas in a concise manner, without embellishments and rambling. This helps in communicating with large groups with maximum clarity and minimum ambiguity.

You are known to others as a self-starter: one who makes things happen rather than waiting for things to happen. You score like those who could be called "opportunists." They see a task that needs to be performed, or a system that needs to be changed, and take the initiative to effect the appropriate solution. This is a strength that can have enormously positive impact within an organization, as long as time and attention is spent to prevent negative fallout. As there are some who may not embrace change as quickly as you do, be certain to communicate plans clearly, and pre-condition those on the team who prefer the status quo.

Fueled by ego and optimism, you may be seen as a bold risk-taker by others, especially those who tend to be averse to taking risks. This is something that can be good for you and the team, because your input can take the team to new levels of accomplishment. As an individual, you have determined that this drive has helped you succeed in previous challenges.





GENERAL CHARACTERISTICS, *continued*

You seem to thrive in positions of power, authority, and responsibility. You score like those who tend to accept more work than they can seemingly do, then do it. When you are given authority, you step up to the challenge and deliver. Those who score like you have a common organizational complaint: that they are given a lot of responsibility by the organization, but not the authority to carry out necessary changes. As a piece of coaching, we suggest being certain that you are given authority that matches the responsibility on a specific job or project.

You are seen by others as a "mover and shaker" who jumps in to compete with the best. Your competitive spirit breeds a willingness to try new and difficult assignments. This can serve as a model of leadership to the organization. You have the ability to influence others, cooperate on a project, and to set the pace as to what needs to be done. You have the ability to delegate certain tasks with rapid speed. Our coaching shows how to delegate those tasks requiring lots of detail work, so that you can maintain focus on the "big picture" aspects of the project.

Susan, you have a confident attitude and a forceful determination to succeed in any challenge you accept. Traits that fuel this attitude include your adventurous drive, realistic optimism, urgency, and your ability to challenge existing rules and protocol. This allows you to have an impact that positively affects the organization in ways that are new and innovative. Our coaching is designed to help you govern your inherent sense of urgency, so that others in the process don't feel left behind or ignored.

Susan, your responses show that you are a hard-driver, even in the face of opposition. This trait has helped you succeed in the past, where others may have given up. Your ability to rapidly solve problems in a broad-based manner allows you to strategize a plan, and modify it as it evolves. When you are leading a team, your strategic ability is evident to those observing your actions, although only a few would likely be able to replicate your methods.





YOUR STRENGTHS: WHAT YOU BRING TO YOUR ENVIRONMENT

Susan, you are likely to display your strength characteristics rather consistently. These qualities tend to enhance your effectiveness within your environment. Your style preferences provide insight to how you react and respond in the workplace, at home, and as you socialize. These are the talents and tendencies you bring to people in your environment and how you approach tasks.

*Check your two most important strengths and your two most important style tendencies and transfer them to the **Summary of Your Style** on page 14.*

Your Strengths:

- You approach challenges in a forceful, direct, and bottom-line savvy manner.
- You are highly driven toward solutions and success, and enjoy bringing others with you on the journey.
- You are socially poised and confident, able to speak in a persuasive way to both small and large groups of people.
- You tend to take on challenging assignments or difficult tasks, and succeed with them.
- You have a strong ability to motivate and manage others through your optimistic attitude and firm delegation of tasks.
- You have the ability to be both firm and friendly, as the situation demands.
- You are able to efficiently multi-task, maintaining control over many projects simultaneously.

Your Style Tendencies You Bring to Your Environment:

- You expect others to keep up and maintain a rapid pace.
- You want to achieve tangible, measurable, real-time results.
- You are self-confident and actively seek challenging projects.
- You possess the ability to motivate others on the team, and to help get projects done on time and within budget.
- You are motivated to be a very active agent in everything you do.
- You tend to be a very resourceful person -- well-networked and influential.
- You demonstrate foresight and strong organizational skills when planning the "big picture."





YOUR MOTIVATORS: WANTS AND NEEDS

*What motivates you? People are motivated by what they want or need. People are motivated to avoid their fears. **Our behaviors are driven by these motivators.** Each style has different motivators. The more fully our needs are met, the easier it is to perform naturally with minimal effort. Your assessment has analyzed your behavioral wants and needs. Knowing these motivators helps you understand the “why” behind how you behave (react and respond). Susan, this section indicates what behavioral needs must be met for your performance at an optimum level.*

*Check your two most important motivators and your two most important needs. Transfer your selections to the **Summary of Your Style** on page 14.*

You Tend to be Motivated by:

- New problems to solve and new challenges to address.
- An environment that provides rapid advancement to positions of higher responsibility.
- The existence of a variety of challenges and goals which offer you opportunities to demonstrate your skills and abilities.
- Having authority equal to the responsibility you are given.
- Having the power to control your own career destiny, and make the necessary choices and decisions in fulfilling that destiny.
- Recognition for the skills, insight, and problem-solving you dedicate and contribute on a daily basis.
- A climate allowing for communication with new people.

People Having Your Patterns Tend to Need:

- The ability to get rapid answers to questions about the status of projects or activities.
- To become more aware of your impact and approach toward others in the organization.
- An organization that practices participatory leadership.
- A strong support staff to handle work details.
- To become more sensitive to the climate of the situation, and adjust your intensity accordingly.
- To keep from overreacting to things.
- A team of competent people who understand the urgency of important requirements.





YOUR MOTIVATIONS: IDEAL ENVIRONMENT

*Everybody is motivated... however, they are motivated for their own reasons, not someone else's reasons. By understanding your motivations, you can **create an environment** where you are likely self-motivated. You will invest your natural energy just being "you" instead of using up your energy trying to use traits that are not naturally comfortable.*

*Select your two most important environmental factors. Transfer your selections to the **Summary of Your Style** on page 14.*

You Tend to be Most Effective in Environments that Provide:

- Assignments involving motivational skills in leading others.
- Opportunities to see immediate results.
- Non-routine assignments.
- Challenges in building new territory or networks of people.
- A high degree of contact with people, and an abundance of problems to solve.
- Management that is flexible as to your need for activity and change.
- Social recognition for accomplishments.





THE D's BEHAVIOR AND NEEDS UNDER STRESS

Under Stress You May Appear:

- Pushy
- Critical
- Aggressive
- Irritable
- Intrusive

Under Stress You Need:

- Accomplishments
- Control of the situation and yourself
- Tangible evidence of progress

Your Typical Behaviors in Conflict:

- Your passion to win may result in win/lose situations, making it difficult for others to work with you.
- You are quite comfortable with conflict, aggression and anger. Many times you may not realize the impact your behavior has on others. In other instances, however, you may consciously choose anger and aggression as a tactical weapon. In any case, you are likely to increase the level of aggression.
- Since you tend to focus on your own results, you may tend to become autocratic in order to get your way.

Strategies to Reduce Conflict and Increase Harmony:

- Recognize that others may not be comfortable dealing with conflict, anger, and aggression. Therefore, reacting with your normal behavior may be counterproductive, resulting in interference with your desired results.
- Avoid creating controversy or "stirring up the pot" just to keep things interesting. This may increase your own energy for the task; however, it is likely to have a serious negative effect on many others.
- You need to take time to express your ideas and instructions fully and clearly; asking questions to ensure that everyone understands. Time spent clarifying your message up front will result in more efficient operations later.





COMMUNICATION TIPS AND PLANS FOR OTHERS

The following suggestions can help others who interact with you understand and be aware of your communication preferences. To use this information effectively, share it with others and also discuss their preferences.

*Select your two most important ideas when others communicate with you (do & don't) and transfer them to the **Summary of Your Style** on page 14.*

When Communicating with Susan, DO:

- Give Susan the opportunity to express opinions and make some of the decisions.
- Join in with some name-dropping, and talk positively about people and their goals.
- Plan to talk about things that support Susan's dreams and goals.
- Be certain to conclude the communication with some modes of action and specific next steps for all involved.
- Be prepared to handle some objections.
- Do your homework and be prepared with goals, objectives, support materials, etc., but don't plan on using all of them. Have the material with you as support.
- Plan some extra time in your schedule for talking, relating, and socializing, but let Susan take the lead, and don't be surprised if the socializing ends abruptly.

When Communicating with Susan, DON'T:

- Forget or lose things necessary for the meeting or project.
- Leave loopholes or vague issues hanging in the air.
- Ask rhetorical or useless questions.
- Let the discussion with Susan get caught in dreams too much, otherwise you'll lose time.
- Be sloppy or disorganized.
- Be overly task-oriented.
- Speculate wildly without factual support.



So Now What?

Susan, your report is filled with information about your style and each of the four primary behavioral styles. You now have an understanding and awareness of the four DISC styles.

There are many suggestions in the application section of this report for you to use this behavioral style and communication preference information. Do the exercises if you have not yet done so.

Don't put this report on a shelf or in a file. Understanding the concept of styles and knowing your own style is one of the most valuable ways to open up a meaningful dialogue with others and to improve all your relationships. **Use your report as a reference tool.** There is a lot of information in it and it is not meant to be digested in just one reading.

Have fun with making a few minor changes in your behavior and experience the results. You might be surprised! Remember: **Treat others the way they want to be treated.** You will have much more success in all your relationships!

The information about your style preferences should be used for your total career management and continued personal and professional development:

Showcase your Interpersonal Strengths in your Résumé and Cover Letters

Interview Preparation and Skills

Interview Portfolio Content

Interview "Leave-Behinds"

Brand Message

Professional Bio (Social Networking)

Job Search Strategies and Campaigns

Time Management

Career Transition

Educational Planning

Sales Training

Professional Development and Leadership Education

Harmony in the Work Place

Team Building

Relationship Strategies

Hiring / Selection / Placement / Strategic Positioning

And MORE!

*Be sure to ask us how we can continue to help with your
Career Management and your Relationship Strategies.*





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COMMUNICATION AND BEHAVIORAL STRENGTHS
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