



## Sample User

Style: Designer CD

Short DISC

Friday, January 3, 2020

## Description

### **Sample's style is identified by the keyword "Designer".**

Sample, as a Designer style, is an extremely task-oriented person who is sensitive to problems. Designers may appear to care more about task planning and completion than the feelings of people around them. Sample is very determined and has an approach to thinking that allows for effective problem solving. Because of a Designer's driven nature and desire for tangible results, they may come across as unfeeling or even cool and distant at times. They make decisions based upon facts, not on emotions. They tend to be quiet and do not trust easily.

As a Designer, Sample is very analytical and can have a high intellect because of the way they are able to apply themselves exclusively to tasks. Designers expect techniques used to be fact-based and reject "quick fixes". They will adhere to commitments and expect the same of others. They are competitive by nature and will use facts to help them win. Quality is extremely important, and Sample feels that if a job is not done right, it should not be done at all. Accuracy and precision are imperative in work and high standards are maintained in Sample's personal life as well.

Because Designers feel that they are the only ones that can do a job right, they will sometimes get bogged down and not allow others to help or delegate tasks to others. They want all the facts and will work hard to get them. Reserved by nature, Designers need to be more sensitive to the needs of others. While Designers feel that they are the only one to do a job correctly, others may see them as not being able to make decisions quickly. This is because Designers take extensive time and effort to make sure they get all necessary information before analyzing and deciding.

A very creative person, Sample is often willing to seek out new solutions to problems, is self-motivated and often works at a fast pace to accomplish goals. Sample likes new challenges and is usually able to make decisions easily, even under pressure.

Sample prefers a rational and moderate approach when first entering new situations and tries to avoid extremes. Sample likes the company of others, but is equally comfortable spending a quiet evening alone. A realist who will always weigh options before making a decision to move ahead, Sample thinks through alternatives and choices carefully.

Sample takes a flexible approach in dealings with others and is willing to pursue different avenues to maintain good relationships. While patient and will not usually rush, Sample is not afraid to actively seek new solutions if previous methods do not fit the current situation.

Systematic and detailed, Sample focuses on processes. Others see this individual as practical and logical. Sample tends to be sensitive to criticism, but prefers to internalize emotions rather than expose them. Sample likes to clarify expectations before undertaking new projects, because of the hard work they will do to meet the standards that are set.

## Description

### General Characteristics

- Analytical; Methodical
- High Ego Strength
- Problem Solver; Capable Doer
- Extremely task oriented

### Value To The Team

- Bottom-line organizer
- Analytical capabilities
- Not afraid to make unpopular decisions; decisive
- Get results efficiently

### Challenge Areas

- Provides too much information to others
- Cool and distant
- Weak interpersonal skills
- Need to control

### Greatest Fear

- Others criticizing and challenging their methods

### Motivated by

- Work and project completion
- Power and authority to design and implement solutions
- Not having to needlessly socialize or play politics
- Being provided the necessary tools to achieve success

### My Ideal Environment

- Being able to design and refine
- Challenging tasks and activities
- Projects that produce tangible results
- Recognition for my analytical abilities
- Personal evaluation based on my results, not my methods

### Remember, a Designer may want:

- Authority, assignments promoting growth, "bottom line" approach, opportunities for advancement, ability to work alone

### When communicating with Sample, a Designer, DO:

- Be brief, direct, and to the point
- Ask "what" and "why" questions
- Focus on business; remember they desire results
- Suggest ways for him/her to achieve results, be in charge, and solve problems
- Highlight logical benefits of featured ideas and approaches
- Allow time alone
- Recognize their high quality work

### When communicating with Sample, a Designer, DON'T:

- Ramble
- Repeat yourself
- Focus on problems
- Be too sociable
- Make generalizations
- Make statements without support

**While analyzing information, Sample, a Designer, may:**

- Want to do it alone without consulting others
- Neglect the human factor; decisions are based on facts
- Not consider others' opinions
- Offer innovative and progressive systems and ideas

**Designers possess these positive characteristics in teams:**

- Instinctive leaders
- Autocratic managers who are great in crisis
- Self-reliant
- Innovative in getting results
- Maintain focus on goals
- Specific and direct
- Overcome obstacles
- Provide direction and leadership
- Will test their concepts before proceeding
- Willing to speak out
- Production of high quality work
- Welcome challenges without fear
- Maintains deadlines well
- Natural director of events
- Function well with heavy workloads

**Personal Growth Areas for Designers:**

- Strive to be an "active" listener
- Be attentive to other team members' ideas until everyone reaches a consensus
- Be less controlling and domineering
- Develop a greater appreciation for the opinions, feelings and desires of others
- Put more energy into personal relationships
- Show your support for other team members
- Take time to explain the "whys" of your statements and proposals
- Be friendlier and more approachable

### Temperament

Designers are extremely task-oriented people who are sensitive to problems. They care more about the task at hand than the people that are around them, and how they feel about it. They are very determined and have an approach to thinking that allows for effective problem solving. Because of their driven nature and desire for tangible results, Designers often come across as unfeeling and cool. They make decisions based on facts, not on emotions. They tend to be quiet and do not trust easily.

Designers often have high intelligence and are very analytical. They expect techniques used to be fact-based and reject "quick fixes". They adhere to commitments, and expect the same of others. They are competitive by nature and will use facts to help them win. Quality is extremely important, and they feel that if a job is not done right, it should not be done at all. Accuracy and precision are imperative in their work, and high standards are maintained in the Developer's personal life as well.

Because they feel that they are the only one that can do a job right, Designers will sometimes get bogged down and not allow others to help. They want all the facts and will work hard to get them. Reserved by nature, they need to be sensitive to the needs of those around them. While they feel that they are the only ones to do a job correctly, others may see them as not being able to make decisions. This is because they take extensive time and efforts to make sure they do it right.

- **Motivating Goals:** Correctness, dominance
- **Evaluates Others By:** Expression of new ideas that have supporting facts
- **Influences Others By:** Pace setting in developing systems; competition
- **Value To Team:** Analytical, factual, able to initiate change and improvements
- **Overuses:** Bluntness, coolness, criticism
- **Reaction To Pressure:** Aggressive, bored with routine, stubborn
- **Greatest Fears:** Failure; not being influential
- **Areas For Improvement:** Be warmer and friendlier; be patient with team and more verbal, increase flexibility

# Interview Questions

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## Standard Questions

What would you call a situation that requires long work hours?  
How would you handle a stressful situation at work?  
Briefly describe to me your last manager or employer?

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## Public: Dominance In Range

### Questions you may want to ask...

- What parts of your current job are repetitive? How do you motivate yourself to do those?
- How do you adapt to situations where you no longer feel challenged by your assignments or job requirements?
- Bottom-line results are important but so are the methods you use. Which is more important to you, what you achieve or how you achieve it?

## Public: Influence In Range

### Questions you may want to ask...

- How do you handle difficult people?
- How do you prioritize and keep on track towards your objectives?
- How do you manage procrastination and talkative co-workers?

## Public: Security In Range

### Questions you may want to ask...

- Would you describe yourself as more outgoing or shy and reserved? How does this impact your work?
- How effective are you at resolving conflict? Can you provide an example of a situation where you were able to create a win-win situation between two adversarial parties?

## Public: Compliance In Range

### Questions you may want to ask...

- There will be times where you must take constructive criticism from someone to whom you report. Can you describe a past work experience where you learned, grew, or used a piece of constructive criticism to your advantage?
- Generally you'll be asked to satisfy objectives that someone has set for you. But at times, you may be asked to take a leadership role. Can you describe a situation where you had to take on a more authoritative role within a team or an organization?

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## Private: Dominance In Range

### Questions you may want to ask...

See Above Questions

## Private: Influence In Range

### Questions you may want to ask...

See Above Questions

## Private: Security In Range

### Questions you may want to ask...

See Above Questions

## Private: Compliance In Range

### Questions you may want to ask...

See Above Questions

**Mirror: Dominance In Range**

**Questions you may want to ask...**

See Above Questions

**Mirror: Influence In Range**

**Questions you may want to ask...**

See Above Questions

**Mirror: Security In Range**

**Questions you may want to ask...**

See Above Questions

**Mirror: Compliance In Range**

**Questions you may want to ask...**

See Above Questions

# Scoring Data

graph page

## Personality Style Graphs

