



Sample User

Children's Profile

Introduction to the Child's DISC Report



A Note to Parents and Caregivers:

The Children's Report was developed for children ages 8-12 to introduce the concept of personality using DISC Personality theory. Written in simple language, this report was designed to help young people understand who they are and why they and the people around them think and act the way they do.

As with any subject, an adult can have a major impact on a child's understanding especially when it comes to a

complex issue like personality. Involve yourself by going through this profile page-by-page with your child.

It is beneficial for you to know and understand your own style as well. Please complete your own DISC assessment to understand your personal DISC parenting style. Examining your style and the styles of other family members will give you great insight. Together, you and your child can learn to understand and appreciate each other's differences and similarities and work together toward greater compatibility!

A Note to Your Child:

The Children's Report will lead you on an adventure of self-discovery. We are going to explore your personality, the things you like or dislike; what you enjoy or don't enjoy; how you talk to others and how you would like others to talk to you.

Over the years, great thinkers have tried to understand human personality. Personality style tells us about our outlook on life; it helps us understand how we respond to people and tasks. It helps us understand how we see relationships, challenges, changes, details and make decisions.

In order to understand personality, great thinkers have had to simplify it. So they have grouped personality into four different areas, called "styles," to make it easier to understand.

This report will teach you about the four basic personality styles of all people and then show you how these four styles blend to make your personality unique. Once you understand what makes you different from some people, yet similar to others, a new language of personality will be revealed to you--**the personality language called DISC.**

The information in this report was taken from the responses you gave to the questions you answered. Just remember, there are no right or wrong/ good or bad answers, just as there are no right or wrong/ good or bad personality styles. Personalities are as unique as fingerprints; everyone has one, all are different. Every personality is valuable.

The results of your assessment are on the following pages. This report should be reviewed with a parent, teacher or guardian. Remember, there is no "right" or "wrong" when it comes to personality styles. All styles have their own strengths and positive qualities.



What are Personality Styles?

Personality = How you respond to people and tasks!

What you need to know:

- There are four basic Personality Styles identified by great thinkers
- These have become known as DISC Personality Styles
- Each letter D.I.S.C stands for a different way people behave
- All people are a combination of all four styles
- All Personality Styles are good and have good qualities, and they all have things that they can work on to become even better.



D stands for:

DETERMINED

A Determined person:

- Does not give up easily
- Knows what they want
- Likes to be the leader
- Tries hard to win
- Can be daring or fearless
- Is self-assured
- Is not shy
- Can be competitive



I stands for:

INFLUENCING

An Influencing person:

- Truly loves people
- Enjoys talking and sharing
- Wants to show others
- Changes their mind quickly
- Can make you laugh
- Is trusting with others
- Is enthusiastic
- Is great at persuading people



S stands for:

STEADY

A Steady person:

- Is kind to everyone
- Is patient and friendly
- Will be respectful
- Often tries to please others
- Will join others in fun
- Will be loyal
- Enjoys group activities
- Likes to take ownership



C stands for:

CONSCIENTIOUS

A Conscientious person:

- Really enjoys tasks
- Likes to be organized
- Will concentrate and think
- Knows the details and facts
- Finds solutions
- Can be independent
- Likes to find a routine
- Can be sensitive

Your DISC Style Blend

Your Style Blend is a combination of all personality dimensions higher than six (6) on your graph.



Conscientious/Influencing/Steady Style Blend

Sample is a CIS style

Sample likes to keep the peace and will go to great lengths to avoid conflict. Sample is a good friend, loyal, devoted, and an instinctive team player. Sample is an excellent communicator, effective at both written and verbal forms of communication. Criticism is taken personally, and Sample will often feel rejected when criticized.

With people, Sample can be:

Friendly	Imaginative
Sociable	Creative
Eager to please	Reliable
Sensitive	Steady
Dependable	Compelling
Careful	Disciplined



Your DISC Style Blend Continued



To grow, Sample should:

Focus on finishing things
Try to work at a faster pace
Stand up for themselves
Be more decisive
Recognize what they are feeling
Help others by teaching

At school, Sample can be:

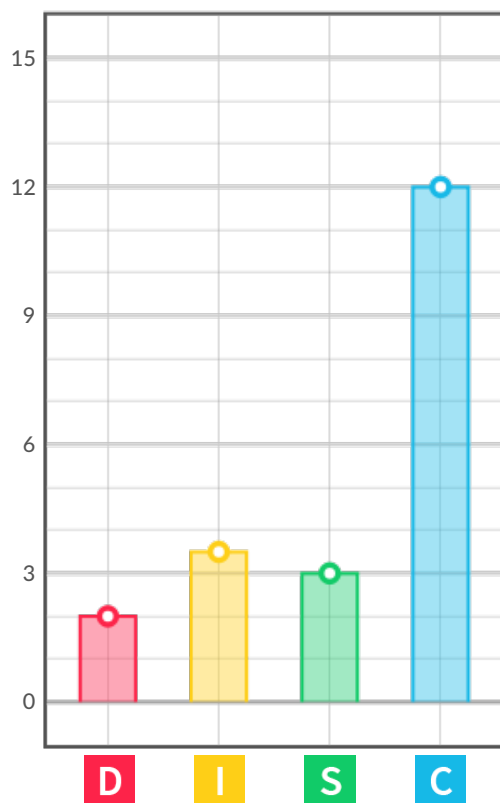
A good listener	Eager to please
Harmonious/avoids conflict	A helper
Sensitive	Easy going
Slower paced	Set in their ways
Respectful	A team player
Realistic	Methodical



Tips for Parents, Guardians, and Teachers:

Allow Sample to capitalize on creative problem- solving abilities
Give Sample step-by-step instructions
Give Sample strategies for making decisions
Help Sample to take the lead
Don't be overly pushy or aggressive with Sample
Praise Sample's high-quality work

Your DISC Graph



Your DISC Graph

Your DISC Graph is the best way to see your personality traits all at once.

As you can see, all of your personality traits are used - Determined, Influencing, Conscientious, Steady - but some are more expressed than others.

The higher the score, the more intensely that trait will be expressed. The lower the score, the less intensely that trait will be expressed.

- Values between 0-3 are considered **very low** energy investment
- Values between 4-6 are considered **low** energy investment
- Values between 7-9 are considered **average** energy investment
- Values between 10-11 are considered **high** energy investment
- Values between 13-15 are considered **very high** energy investment

The higher the points are on your graph in a style, the more positively you feel about that style. Ultimately, the higher you score on the children's graph in a particular style, the more energy you will invest in achieving the outcomes represented by that dimension.

Improving Communication



Sample's communication style is primarily "Conscientious".

Use the information provided to help you improve communication.

The Conscientious Child with:

The D Adult: You are alike in that you both can focus on the goal or task. You like to move more quickly than the C child, so make sure that you are giving him/her time to think things through. Let them see that what is being done is correct. Slow your pace to answer questions and provide information.



The I Adult: You are focused on fun and interaction. The C child is much more solitary than you are, preferring to work alone rather than within a group. Slow down your pace and accept this child's cautious nature. He/she needs to internalize, to think things through thoroughly, and to be correct.

The S Adult: You are both resistant to change. The C child is much more detail oriented than you are. Their logical manner appears cool to your more feeling-oriented focus. Learn to accept that they need more time alone and prefer working alone; it isn't personal and doesn't mean they are rejecting you.

Phrases that you can use to encourage the "Conscientious" child:

"I like the quality of work you do"

"I like that you work so hard"

"I like that you are careful"

"You concentrate really well"

"You can do it on your own with no help"

The C Adult: You are alike in your attention to detail and your ability to give your full attention to what needs to be done. Be careful not to be too critical, and be willing to compromise. You can both be indirect in your communication, so work on trying to verbalize rather than internalize your feelings.

Improving Communication Continued



Sample as a Conscientious Style

Use the graph provided to help you improve communication with Sample:

Characteristics of C Children	Tips	More Explanation
Cs don't like to make mistakes, are self-critical, and desire to follow the letter of the law.	Help them to understand that mistakes make it easier to learn and be good at something.	C style children can be very self-critical. They take policies or rules as literal "absolutes" in life. Explain to them that mistakes are good and help build essential skills. Work with them to be more forgiving of themselves and more flexible about their viewpoint; this will help build their self-esteem.
Cs like predictable routines.	Allow your child to develop and keep routines.	Routines are very comforting for a C style. He/She knows what to expect and when. The repetition gives this child a sense of organization and allows the C to perfect tasks. This is very important to your highly task-oriented child!
Cs can be serious.	Help your child to be spontaneous and have fun.	Encourage your high C child to have unstructured time where he/she can feel free to be spontaneous and have fun. Gently encourage him/her to try new things, make believe, create, build, invent, move and enjoy the company of others, young and old.
Cs analyze others.	Help your child understand it is not his/her place to monitor others.	C children are eager to scrutinize other children's behavior and then tattletale to adults. C children are constantly analyzing and observing others; they go by the book and try to "correct" things they see wrong. Thank them for being observant, but help them understand tattling and criticizing others.
Cs can be creative.	Encourage your child to create, draw, paint, build and design.	Cs are often some of the most talented and imaginative people. The mind of a C is always thinking, researching, conceiving, planning, judging and reasoning. Their attention to detail and quality comes through crafts, design, music and art work.
Cs can be very self-disciplined.	Encourage your child to focus his/her efforts in one discipline (art, music, science, sports).	C children can excel in a particular field early in life since they have the self-discipline and follow through for it. Encourage your child to choose one discipline that he/she likes and help them reach their expert status.
Cs can be reserved, independent, introspective and quiet.	Don't put them in situations that would put their privacy at risk or make them feel uncomfortable.	High C children can be guarded about extending friendship quickly. He/She must establish trust and even then, may be cautious about opening up or letting loose. Give your child time and space, and don't expect more than your C can handle.



The Intensity of your D style

On a scale from One to Ten, your D score is: TWO

D stands for Determined: a determined person does not give up easily, they know what they want, they like to be the leader, and they will try hard to win. There is a little "D" in all of us.

How much "D" do you think is in you? Look at your graph to find out.

Check out the chart provided for a description of your style intensity.

The higher your "D" style, the more active and aggressive you will tend to be. The lower the "D" style, the greater the tendency for you to want to think about things before taking action.



The Intensity of your I style

On a scale from One to Ten, your I score is: THREE

I stands for Influencing: an influencing person truly loves people. They enjoy talking, laughing, sharing and being out in front of others. They are happy and tend to be involved in social activities. There is a little "I" in all of us. How much "I" do you think is in you? Look at your graph to find out.

Check out the chart provided for a description of your style intensity.

The higher your "I" style, the more outgoing and talkative you will tend to be. The lower the "I" style, the more introverted and quiet you will tend to be. High "I"s tend to be faster paced while Low "I"s are relatively slower.



The Intensity of your S style

On a scale from One to Ten, your S score is: THREE

S stands for Steadfast: a steadfast person is very kind, patient and friendly. They are very respectful, good listeners and enjoy pleasing others, but would rather not lead or be in front of others. There is a little "S" in all of us. How much "S" do you think is in you? Look at your graph to find out.

Check out the chart provided for a description of your style intensity.

The higher your "S" style, the more resistant to change you will tend to be. The lower the "S" style, the more flexible and open to change you will tend to be.



The Intensity of your C style

On a scale from One to Ten, your C score is: NINE

C stands for Conscientious: a conscientious person truly enjoys tasks. They like to be organized and can concentrate for long periods of time in order to figure out a project or find a solution to a problem. There is a little "C" in all of us. How much "C" do you think is in you? Look at your graph to find out.

Check out the chart provided for a description of your style intensity.

The higher your "C" style, the greater your respect for, and the more likely you are to follow, rules and regulations. The lower the "C" style, the higher your chances of not wanting to follow the rules.

1) Remove emotional roadblocks that create misunderstanding

There are times when your child makes you crazy. That's ok—they feel the same way about you! DISC promotes interpersonal empathy that diffuses anger, resentment, and misunderstanding. After both of you have taken your DISC test, talking with your child about your personalities can be an eye-opening and confirming experience. When you both understand that differences are based on your natural personality, it's more difficult to feel anger towards the other person.



Realizing that behavior comes from an instinctual place can prevent negative emotional reactions and behavior. Better yet, when you know the best ways to communicate, your conversations will be more productive, open and effective. To avoid your child's big red buttons, remember to ease their biggest fears: D's don't want to lose control, I's need to feel liked, S's need to feel secure, and C's don't want to be criticized.



2) Accept your differences

Parents that share the same personality as their child have an advantage when it comes to relationship building. It's easier to understand your child, how they think, and how they feel. Conflict is still possible, of course, especially if you and your child both share dominant D personality styles. However, understanding comes easier when you share common traits. For those who don't, it takes more

work. When you have knowledge of DISC, you understand that if you have an I personality, you may be frustrated with one-word explanations from your child. Or, if you are a C, your I child may drive you crazy by changing their mind, making messes and being late.

Remember that you can't change the nature of your child's personality, and you can't force them to be someone they are not. You can work to augment their style; but ultimately, you need to work with their style, rather than against it. Appreciate the fact that differences in personality require different approaches, and be willing to adapt your style.

3) Reinforce your child's strengths

There are dirty dishes in the sink and clothes strewn all around the bedroom. None of the chores are done and your child is weaving a creative narrative on the phone. In another home, a daughter has delegated all her chores to her younger sister. Another home reveals a child who has yet to do his chores because he's still working on the color-coded flow chart of tasks they created to organize their responsibilities. Yes, these things are going to frustrate you, but don't let them get in the way of seeing what's amazing about the expertise and mastery of your child. Look at their DISC style closely and you'll see that every personality style has amazing and admirable strengths and limits. Concentrate on maximizing their strengths and working within their limitations, knowing that what appears to be limiting them now may someday make them strong, capable and even successful adults if you can figure out how to channel and positively encourage their strengths.