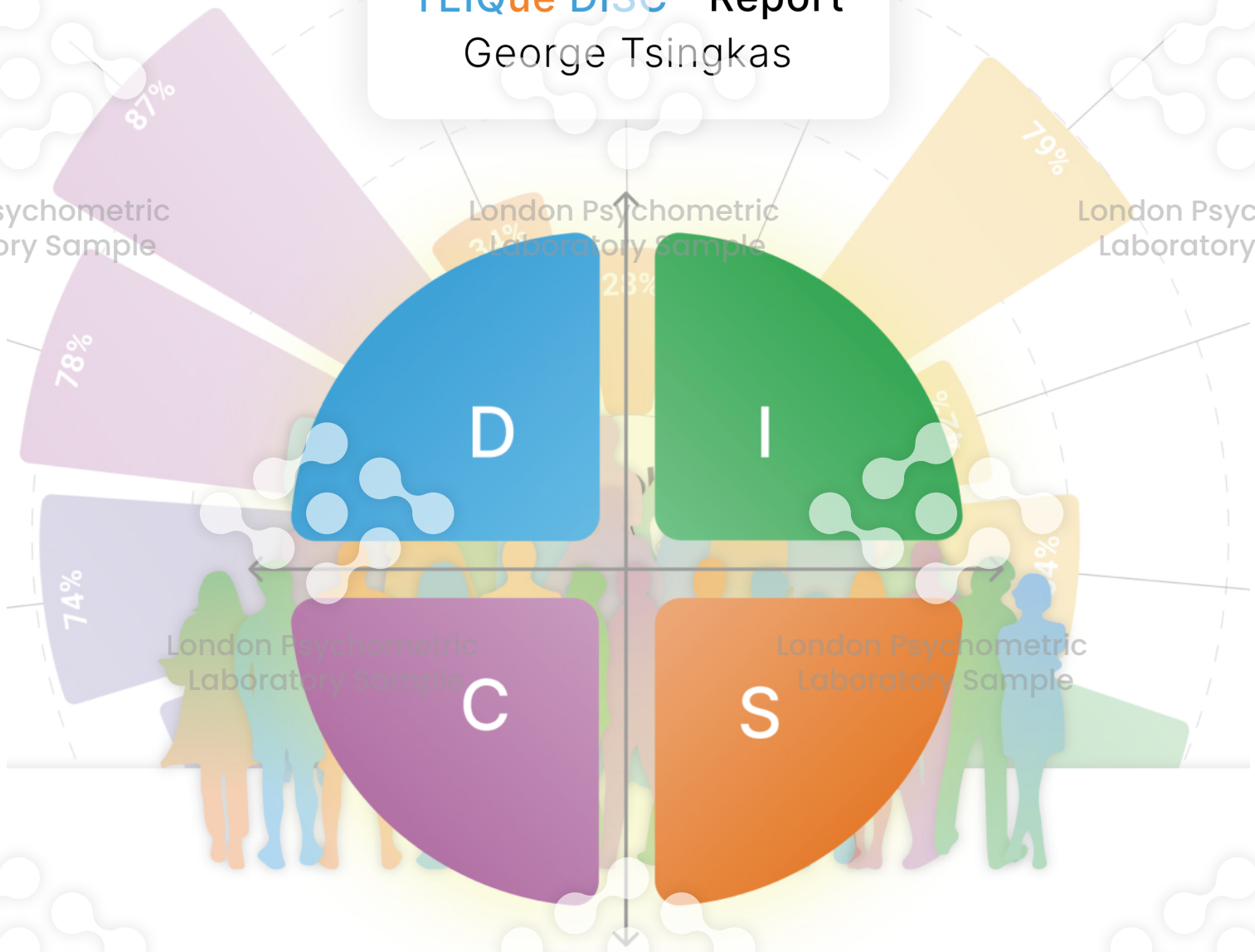




Psychometric Laboratory

TEIQue DISC[®] Report George Tsingkas





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1. Introduction to Your TEIQue-DISC® Report

This TEIQue-DISC® report, a product of LPL Ltd., represents a notable advancement in scientific psychological assessment. By extracting the DISC model from the comprehensive TEIQue framework, we offer a highly refined interpretation of behavioral preferences rooted in psychometrically validated personality perceptions. This development brings much-needed intensity and rigor to the practical domain of DISC assessments.

Drawing on the highly acclaimed trait emotional intelligence theory, we transform DISC profiles from mere categorizations to a scientifically grounded tool, combining profound psychological concepts with applied character analysis. This integration significantly boosts the reliability and validity of DISC interpretations, equipping practitioners with a powerful instrument for leveraging behavioral styles in their professional and private life.

Headline features

1. Scientific rigor: Unlike many DISC assessments lacking empirical foundation, TEIQue-DISC® is grounded in the most robust psychological research.
2. Multidimensional approach: The model outclasses the traditional two-dimensional DISC representation by utilizing a 4-sphere (hypersphere) structure to identify up to 20 distinct behavioral styles.
3. Comprehensive foundation: While focusing on DISC parameters, this model draws upon the super-extensive nomological network of trait emotional intelligence theory.

TEIQue-DISC® serves as an accessible entry point to the deeper trait emotional intelligence paradigm. Although it offers valuable guidance for self-improvement, it's essential to understand that TEIQue-DISC® is not a standalone tool, but rather a gateway to a far richer psychological realm. Indeed, as you engage with TEIQue-DISC®, it will be extremely fruitful to reinterpret and reconceptualize its findings within the broader trait EI paradigm. This opens up a deeper understanding of individual differences, moving beyond simplistic categorizations to a richer, holistic view of human action and potential.

Use the TEIQue-DISC® as a starting point to explore the multifaceted nature of trait emotional intelligence and work towards a mature understanding of yourself and others, staying receptive to individual differences and situational demands. The aim is not to pigeonhole you or anyone else into strict types, but to use this knowledge as a springboard for exploration and advancement within the context of trait emotional intelligence.



Example application domains

- **Self-awareness:** Identify and understand personal behavioral styles
- **Interpersonal dynamics:** Recognize and adapt to colleagues' styles
- **Communication enhancement:** Implement strategies to improve interaction
- **Team-building:** Compose balanced units with complementary behavioral styles
- **Leadership advancement:** Tailor practices to group member predispositions
- **Conflict resolution:** Understand individual differences to mediate disputes
- **Sales and customer service:** Adapt messaging to reach clients
- **Recruitment and selection:** Match candidates' behavioral styles to job requirements

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The true and unique value of TEIQue-DISC[®] lies in its fusion with the state-of-the-future trait emotional intelligence model, offering a pathway to inner and professional transformation.

LPL Ltd. is committed to supporting your own and your organization's growth through evidence-based psychological assessment tools.

Sincerely,

Konstantinos V. Petrides

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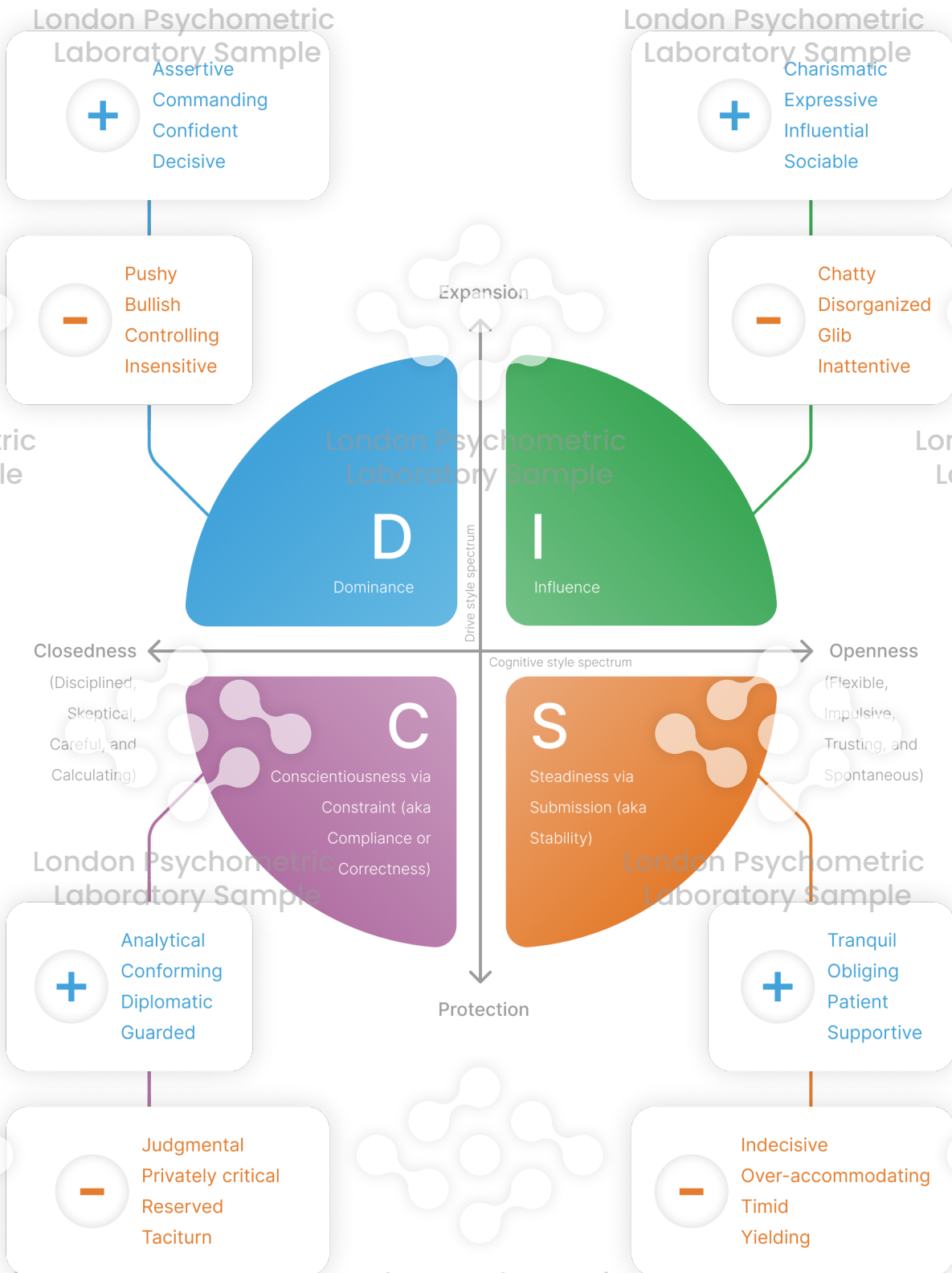
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2. The TEIQue-DISC[®] Model





The TEIQue-DISC® model offers a sophisticated framework for understanding individuals with a revealing window into their character. Originating from leading scientific theories, it is particularly useful in institutions where sustainable success depends on recognizing and nurturing the psychological competencies of stakeholders.

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The 20 TEIQue-DISC® styles are independent and distinct. Pure, single-letter, styles are not considered more basic than blended, multi-letter, styles. Each style has unique characteristics with unique implications, and each comes with its own strengths, limitations, opportunities, and threats. Styles that are closer together in the TEIQue-DISC® 4-sphere (e.g., D and DI) share a greater number of characteristics than those that are further apart (e.g., I and CS). The full list of characteristics and implications of your particular style are presented in this report.

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The temporal stability of the TEIQue-DISC® profiles is a function of the underlying emotional currents operating deep within an individual's character. Repeated assessments are required to ascertain the core underlying style with precision. Deviations from this core profile are entirely meaningful and interpretable within the TEIQue-DISC® model. Additionally, this core style is subject to change in response to pivotal external events, conscious effort, or the mere passage of time.

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Unlike ordinary models the TEIQue-DISC® captures the totality of the emotional states that shape action, easily transcending the limited and misleading semantic interdependencies found in other assessment tools. The model's applications extend beyond organizational contexts, benefiting inner development, education, and team building.

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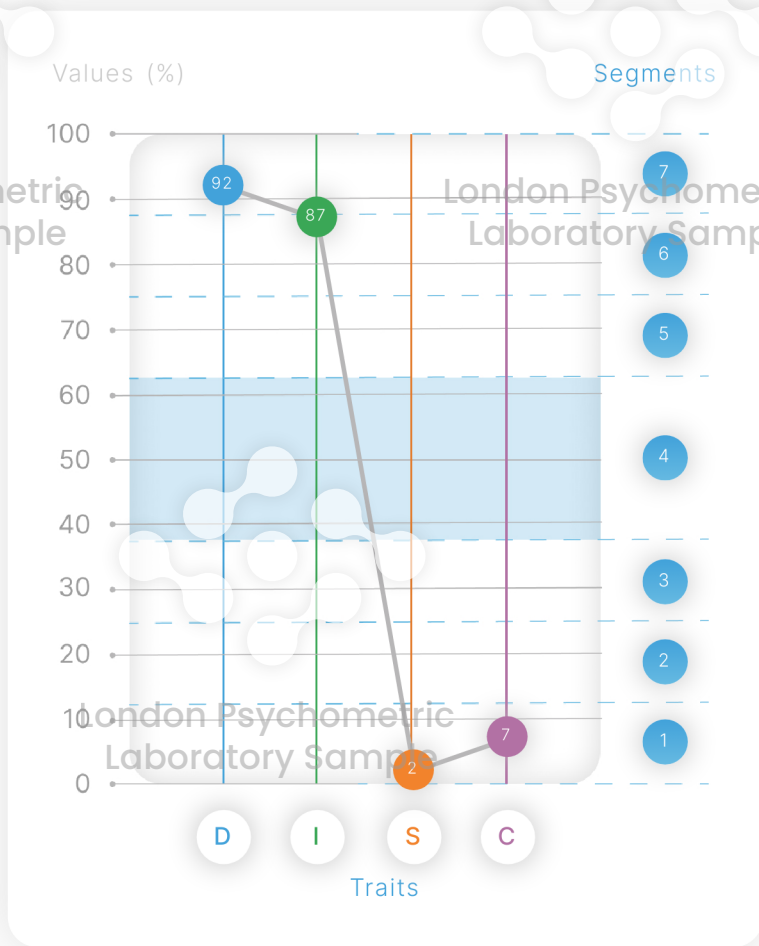
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3. Your TEIQue-DISC[®] Profile

Below are your personalized scores on the TEIQue-DISC[®] assessment along with detailed guidance on how to interpret them. The TEIQue-DISC[®] is actually a 4-sphere rather than a two-dimensional plane. This is significant to understand because it is what enables the model to represent a far greater range of behavioral styles than conventional DISC models. In fact, up to 20 distinct styles are accommodated by TEIQue-DISC[®] as opposed to only 12 for the most granular of the extant DISC representations.



Your TEIQue-DISC[®] Style:

D - I



4. How to Read the Graph

Percentiles

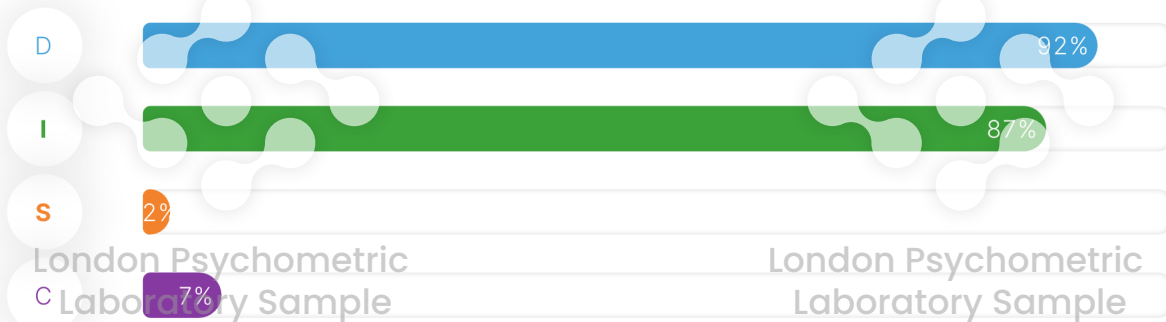
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The Y axis (ordinate) represents percentiles. Your D score of 92% indicates that you have scored higher on Dominance than 92% of individuals in the normative database. Your I score of 87% indicates that you have scored higher on Influence than 87% of individuals in the normative database. Your S score of 2% indicates that you have scored higher on Steadiness (via Submission) than 2% of individuals in the normative database. Your C score of 7% indicates that you have scored higher on Conscientiousness (via Constraint) than 7% of individuals in the normative database.

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Segments and Intensity

Percentiles are divided into seven different segments indicating the intensity of each style in your style. The intensity of a TEIQue-DISC® style indicates the degree to which your conduct aligns with the characteristics of the style. High intensity (Segments 5, 6, and 7) implies that the behaviors associated with that dimension are more likely to be observed frequently and consistently. Low intensity (Segments 1, 2, and 3) implies that the behaviors are less prominent or less frequently displayed.



Intensity and Adjustment

Intensity serves as an indicator of the degree to which an individual may need to modify their natural behavioral style across various situations. This solution is doubtlessly superior to introducing bewildering and proliferating concepts such as “Adjusted” or “Adapted” DISC styles.



It is important to recognize that all individuals adjust their behavioral style according to circumstances, and everyone will display traits consistent with all 20 TEIQue-DISC® profiles to some extent. The primary assessment objective is to identify an individual's core tendencies, avoiding the futile attempt to define multiple "adjusted" styles that vary with context, which invites confusion, over-analysis, and misunderstandings.

This approach has undeniable appeal considering the near-infinite variety of organizational cultures and scenarios one might encounter. Behavior is not adapted in a single, specific direction or toward one particular style in a way that allows for meaningful identification. Instead, behavioral adaptation is a fluid progression that unfolds constantly across all settings.

By focusing on intensity and core tendencies, the 20 TEIQue-DISC® delivers an accurate and actionable depiction of an individual's patterns, facilitating growth and interactions in professional settings. Arguably the most powerful means of addressing workplace adaptation is through cooperation with a skilled coach. This professional can guide you through a customized process based on your particular TEIQue-DISC® profile (see Section 7 of this report: Situational Adaptation with a TEIQue-DISC® Coach).

The Middle Segment

The middle segment in the TEIQue-DISC® graph represents the average or typical range of expression of the style in the population. It is not the mathematical midpoint of the individual's own scores nor is it to be used to interpret your profile by superficially designating traits above the line as "dominant" and traits below the line as "subordinate" or "minor." Rather, it conveys an immediate sense of your individual standing on each of the four styles relative to the population.

Unlike ipsative offerings, the TEIQue-DISC® does not rely on scoring tactics that outright prevent comparison of an individual's scores to others or that impose interdependencies on the data whereby high scores on one style force low scores on another, thus limiting the possibility for registering profile change. Instead, assignment into one of the 20 distinct styles is accomplished through proprietary statistical algorithms. These algorithms consider multiple data points, including both comparative group data and individual preference rankings, to arrive at an integrated view that incorporates self-insight into external reference points. It's a mixed methodology that helps individuals understand not only their internal patterns but also how they fit into the broader context.



5. Your TEIQue-DISC[®] Style

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DI Assertive

Descriptors: Direct and Imaginative
Priorities: Results and Recognition
Attracted to: Authority and Validation
Averse to: Vulnerability and Solitude
Stress reaction: Domineering or Confrontational
Attitude: Determined and Expressive
Goal: Attainment and Connections

Trait	Value (%)
D	92
I	87
S	5
C	7

General Description

Elevated scores in both Dominance and Influence are indicative of a fusion of assertiveness, allure, independence, and sociability. You are self-confident and active, always pushing to try new things. The DI style is frank and dynamic, with a self-assured and enthusiastic manner. It balances closedness (discipline) with openness (flexibility), whereas pure D might be rigid and a pure I might be fickle.

Strengths

Competitive and lively, this style excels at taking charge in groups and working toward decisive goals that hinge on pulling together. An action-oriented and charming nature allows for creating cohesive teams. Most people describe this style as bold and vibrant. It shows adeptness at nudging people while simultaneously encouraging buy-in and consensus. The ability to synthesize forcefulness with social skills makes the DI profile more tactful than pure Ds and more direct than pure Is.



Potential Challenges

High energy and fast pace can burn out peers who can't match the rhythm. Your desire for recognition and status might be seen as a weakness when ascending the corporate hierarchy. Snap judgements, swayed by an inner circle and short-term interests, may overlook long-term consequences. Personal ambitions could cause you to rush ahead without fully considering all the information.

Motivators

The opportunity to secure both concrete and creative outcomes strongly appeals to you. Your style exemplifies assertive leadership, often being the first to rally people around new initiatives. You actively seek out opportunities to achieve results and excel in goal-oriented situations. Accomplishment, respect, and the chance to be heard are powerful motivators. Both achievement (D) and social impact (I) are core incentives, unlike pure Ds who focus on results and pure Is who seek approval.

Communication Style

Forthright and persuasive, you adapt through a blend of firmness and charm. D's candor is matched with I's enthusiasm to enable engaging exchanges. In the fervor of accomplishment, the big picture may completely overshadow subtleties. This can result in misunderstandings or missed information.

Your TEIQue-DISC[®] Style:

D - I

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Communication Styles Deserving Special Attention

(Styles you should pay attention to)

C, CS, SC, DIC, DSC

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Styles That May Have Challenges Communicating with This Style

(Styles that should pay attention to you)

S, C, SC, CS, DSC, DIC



Communication Strategies For Dissonant Styles

TEIQue-DISC®	Communication Strategies
C	<ul style="list-style-type: none"> • Tell them “why” and “how” • Permit them to think, inquire and check before they make decisions • Provide chances for precision, thoroughness and planning for outcomes • Approach indirectly, non-threateningly • Show your reasoning, logic, give data in writing
CS	<ul style="list-style-type: none"> • Use targeted, patient messaging • Convey expectations in a stable environment • Offer chances for detailed, consistent work • Schedule time for scrutiny • Recognize precision and dependability • Use logical, structured explanations • Generate prospects for upholding quality and cohesion
SC	<ul style="list-style-type: none"> • Use serene, in-depth messaging • Provide a secure and formal environment • Offer chances for diligent, consistent work • Schedule time for consideration • Commend reliability and correctness • Use calm, logical explanations • Cultivate constancy and opportunities for precision
No-S (DIC)	<ul style="list-style-type: none"> • Use frank, exciting, and targeted messaging • Set up a fast-paced, but formal environment • Offer chances for leadership, impact, and precision • Seek speedy decisions with attention to specifics • Praise accomplishments, social skills, and precision • Align assertiveness with charm and logic • Provide challenges, social interactions, and opportunities for inspection
No-I (DSC)	<ul style="list-style-type: none"> • Use frank, calm, and in-depth messaging • Set up structured and secure environment • Offer chances for leadership, dependability, and exactness • Provide for firm yet careful decision-making • Praise accomplishments, reliability, and precision • Align assertiveness with tolerance and logic • Provide challenges, constancy, and opportunities for enquiry

Although TEIQue-DISC® styles have a major impact on communication patterns, context and individual differences also play very significant roles. For instance, two individuals with D styles typically interact well due to their directness and focus on goal attainment. However, in competitive situations, their forcefulness may breed discord.

This report primarily addresses everyday encounters where increased awareness can greatly improve mutual understanding. We emphasize quotidian scenarios because they present subtle tests that go unnoticed, unlike more obvious instances such as organizational power struggles.

Ultimately, the key to effective interaction across TEIQue-DISC® styles lies in nurturing self-awareness and clarity. By understanding your own style, recognizing others', and considering the specifics of each exchange, you can begin bridging communication gaps on the job.



Preferred Work Environments

Those that grant authority and freedom from strict rules methodologies. You favor lively conditions with frequent changes. Settings where leading others in creative and innovative pursuits are generally ideal. The single-minded urge to “make it” sparks ambition that might sit ill in contexts that prioritize long processes and extensive deliberation.

Decision-Making

Determination and calculated risks are characteristic of your style. The urge to concur goals is matched by influencing skills. However, judgment can sometimes be swayed by an inner circle or passing interests. Your approach integrates D's quick problem-solving with I's consideration of people, resulting in ideas that are pragmatic compared to pure Is, yet creative compared to pure Ds.

Stress Responses

Under pressure, there could be a reversion to overbearing or aggressive attitudes, especially if diverging from the desired path. Confrontation isn't feared, and authority figures will be questioned without undue hesitation. You tend to be more argumentative than pure Is but more diplomatic than pure Ds.

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Style Compatibility

Your intensity and speed might overpower reserved team members. It is good to slow down and listen attentively, especially to those who are diffident or detail-oriented. The mix of strong-mindedness and sociability may require adjustments when dealing with softer or guarded colleagues.

Drive Style Spectrum Tension
(Expansive DI vs Protective CS)



D: Ambitious, Risk-taking, Expansive
vs
C: Cautious, Security-seeking, Constrained



I: Optimistic, Confident, Expressive
vs
S: Careful, Stability-focused, Submissive

Cognitive Style Spectrum Tension
(Closedness DC vs. Openness IS AND Logic DC vs Feelings IS)

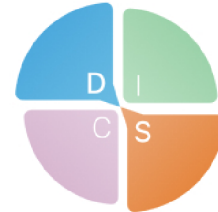


D: Firm, Skeptical, Analytical
vs
I: Flexible, Trusting, Intuitive



C: Critical, Systematic, Exacting
vs
S: Receptive, Adaptable, Lenient

Counter-Quadrant Tension



D: Action-oriented, Results-driven, Controlling, Applies logic to win
vs
S: Supportive, Team-oriented, Accommodating, Seeks cooperation through feelings



I: Expressive, People-focused, Persuasive, Seeks to inspire through feelings
vs
C: Reflective, Process-focused, Reserved, Applies logic to meet standards



Your TEIQue-DISC® Style:

D - I

Your Polar Opposite Style:

S - C

A key point warrants consideration. While polar opposites may conflict, they also create opportunities for synergy. If initial differences are mutually bridged, these contrasting styles evolve into complementary attributes in a well-rounded profile. A prime example is the complementarity between the D (Dominance) and S (Steadiness via Submission) profiles, which do not show involvement in your profile.

Leadership Style

As a manager you excel at seeing the big picture and having the overall vision required for success. You are a motivator, skilled at fueling collective drive toward superior results. It'd be to ensure that someone else is charged with filling in the gaps and mapping out the steps to implement ideas. Your style combines D's decisiveness with I's flair for inspiration, resulting in leadership that both guides and energizes.

Possible Areas for Development

Cultivating patience and learning to decelerate could be good for collaboration. Listening skills and the consideration of alternative viewpoints can bring about creative and innovative solutions. Do not over-reach or over-extend in the pursuit of goals. Harmonize your ambition with consideration of long-term consequences and group dynamics for sustainable expansion.

Remember, the tendencies described above are typical of individuals with a Dominance-Influence style in the TEIQue-DISC® model. However, it's important to recognize that your specific behavioral patterns will be shaped by your unique configuration of all four TEIQue-DISC® factors as well as your subjective experiences and background.



6. Linking your TEIQue-DISC® Style to Your TEIQue Profile

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This section is an integral part of your TEIQue-DISC® report, offering invaluable psychological insights into your profile. Assessments like DISC are popular due to their simplicity and ease of use. These same qualities end up limiting their scope for deeper psychological analysis. It's very important to keep in mind that your true nature cannot be fully captured by any single psychological "type." Even though DISC and similar models provide useful starting points, your inner advancement and self-awareness necessitate a truer understanding of yourself over time.

As noted in the introduction, the TEIQue-DISC® is derived from a simplification of trait emotional intelligence theory. This section aims to bridge your TEIQue and DISC profiles by examining the implications of your TEIQue-DISC® results for three key trait emotional intelligence facets. These facets have been selected for their centrality to your profile based on a colossal amount of research.

Your separate TEIQue report should align well with the TEIQue-DISC® discussion that follows. However, divergences may occur, as the links between trait emotional intelligence and DISC are based on large sample averages and do not necessarily apply to each and every individual. For instance, while a "D" style generally scores high on TEIQue Assertiveness, some might actually receive a low score. Any such discrepancies merit exploration with the professional coach facilitating personalized feedback on this report.

We encourage you to use this section of the report as a springboard for self-reflection and ongoing self-improvement beyond professional and career considerations. It opens up possibilities for introspection and alignment of principles with life goals that only the TEIQue-DISC® among all DISC assessments is able to deliver.

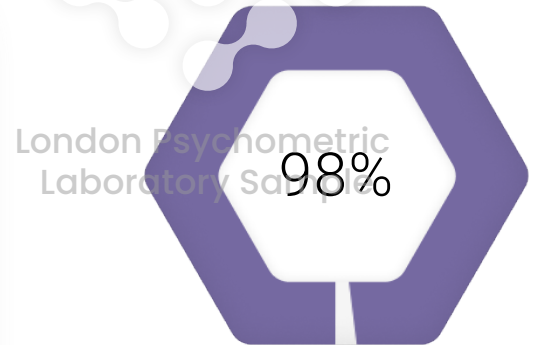
Key Trait Emotional Intelligence Facets

TEIQue-DISC®	Trait EI facets
D - I	<p>High: Assertiveness</p> <p>Low: Relationships, Empathy</p>



TEIQue Assertiveness

Assertiveness gauges how direct and forthright you are. Under certain circumstances, it is an indicator of strength of convictions. How willing are you to stand up for what you believe to be right? Assertiveness is different from aggression, although the behavior of assertive individuals often spills over into aggression, if they are psychologically immature. All in all, assertiveness is a double-edged sword that requires wisdom and careful self-management.



Linking Your DI Style

As a DI style, you have a predisposition toward assertiveness, tempered by a touch of gregariousness. Your strong-mindedness stems from a desire for control and results, but it's put forth with charm. You are likely to voice your opinions confidently and persuasively.

Unlike pure D styles, your assertiveness is usually diluted with a degree of social finesse. You employ interpersonal skills to soften the edge of your messaging. In negotiations or conflicts, you're not afraid to stand your ground, but you're also attuned to the social dynamics at play. This allows you to be emphatic without jeopardizing relationships. You push for what you want, but are also capable of using your skills to win others over if you sense resistance from them.

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TEIQue Relationships

The Relationships facet of the TEIQue is mainly concerned with the one's personal relationships, whereas the Social awareness facet is concerned with social relationships, more broadly. Personal relationships are built on love, support, and trust. They play a key role in our mental, and even physical, well-being and contribute to the meaning we create for our life. They are also a prime area of attachment, which means they have the capacity to become a major source of joy and suffering for us. Carefully observing our behavior in our personal relationships can reveal many hidden aspects of ourselves to us.



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Linking Your DI Style

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You may tend to prioritize results and attainment over connections. While your extraversion simplifies interactions, your urge for independence and control might cause you to underrate the importance of personal ties in your life. Factors contributing to this could include your focus on career goals or past experiences that have made you wary of investing too heavily in others.

Your warm and enthusiastic temperament equips you to make acquaintances easily, but deepening the bonds over the long term requires extra effort. Take care to avoid a wide but shallow network of contacts marked by superficiality or opportunism. For a go-getter who is socially adept as you are, the people you get to know will open doors for you. Professional intimacy doesn't have to compromise your independence or slow down your progress.

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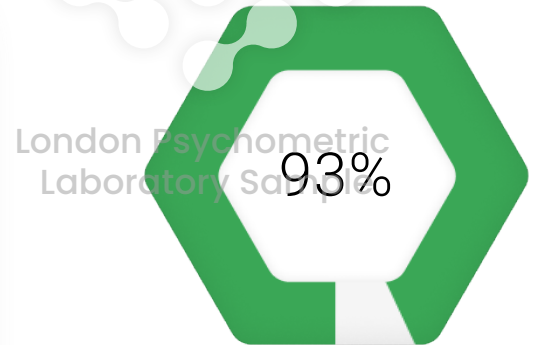
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TEIQue Empathy

At its core, TEIQue empathy concerns ‘perspective-taking,’ i. e., the willingness to see the world from someone else’s point of view. Can you understand other people’s opinions, needs, and desires? Empathy is the first step towards sympathy and compassion. Lack of empathy makes people self-centered and opinionated and also undermines their ability to deal effectively with others in all spheres of life. On the other hand, if empathetic thinking is left unrestrained, it may lead to a preoccupation with others’ feelings and create possibilities for psychological exploitation.



Linking Your DI Style

Your empathy often takes a backseat to your penchant for being decisive and getting things done as per your specifications. Eagerness serves you well in social interactions, but there’s room for developing a clearer understanding of what makes people tick. You may be quick to offer solutions without adequately understanding the intentions and emotions behind your colleagues’ behaviors.

Empathy doesn’t impose agreement; it’s about the willingness to recognize alternative viewpoints, which is vital for managers and team members alike. Your DI style tempts you to interject or dominate conversations. Be patient and permit others to express themselves fully. By honing perspective-taking skills, you’ll not only improve your associations but also gain a better view of opportunities and threats in your professional environment.

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7. Situational Adaptation with a TEIQue-DISC® Coach

TEIQue-DISC® is a pioneering assessment that integrates trait emotional intelligence (TEIQue) with behavioral styles (DISC) to deliver a comprehensive overview of an individual's identity, emotions, actions, and interactions. Because of the subtle nature of the information, we strongly recommend that you collaborate with a professional coach to help you get the most out of this report. Teaming up with a TEIQue-DISC® coach offers a proven method for personal and professional development, tailored to your unique profile.

This section of your report is optional and outlines how to work under the guidance of a TEIQue-DISC® coach for personalized development. Although the specific strategy may vary based on individual needs, the following five steps are useful guideposts.

The Situational Adaptation Process

Step 1. Assessing Adaptation Requirements

The situational adaptation process involves a TEIQue-DISC® coach first comparing your natural behavioral style with the specific demands of your job or typical situations you face, and then identifying key areas where adaptation would be beneficial.

Example: If you are naturally introverted (low Influence in TEIQue-DISC®) but your role requires networking and public speaking, these would be pinpointed as areas for focused adaptation



Step 2. Develop a Situational Profile

Through in-depth coaching discussions, you'll create a Situational Profile. This is not an "adjusted" or "adapted" DISC profile. Instead, it is a context-specific reference point illustrating optimal behavioral patterns for a particular role. A major difference between the two is that a Situational Profile serves as a behavioral compass for specific contexts. It is a tool for flexibility, not a prescribed alternative persona. In contrast, an "adjusted" or "adapted" DISC profile implies a fixed alternative style that you should adopt.

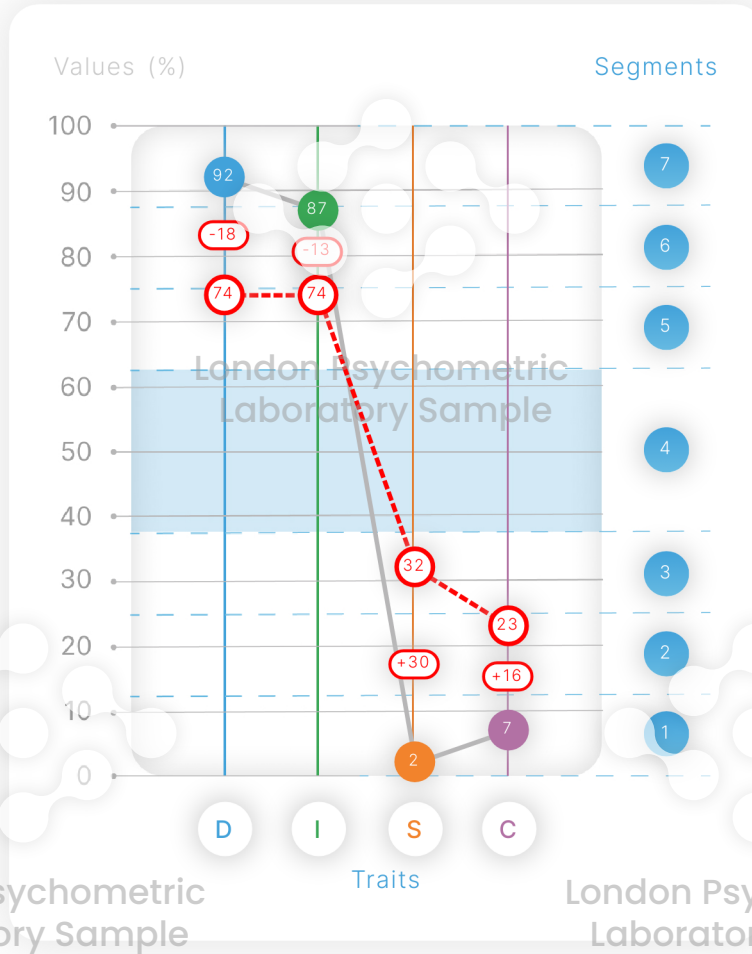
Instructions for Deriving and Plotting Your Situational Profile

- a. Familiarize yourself with your current DISC profile, noting the intensity percentages for each trait (Dominance, Influence, Steadiness via Submission, Conscientiousness via Constraint).
- b. Have an open discussion with your coach about the specific responsibilities of your job or position.
- c. Be open to feedback about where adjustments may be beneficial.
- d. Plotting Your Situational Profile:
 - Obtain a printed copy of your watermarked DISC profile graph.
 - Using a different color, mark the ideal intensity percentages for each DISC trait as discussed with your coach.
 - Connect these marks with straight lines to form your Situational Profile.
 - Use arrows or dotted lines to indicate the direction and magnitude of necessary adjustments.
 - Label each point with the specific intensity percentage and annotate significant discrepancies.
- e. Review and Reflect: Examine the completed graph to understand the adjustments that will align your tendencies with the role requirements. Concentrate on the larger gaps between your natural style and the Situational Profile. Discrepancies of 10 or more points merit attention; smaller ones, less so.



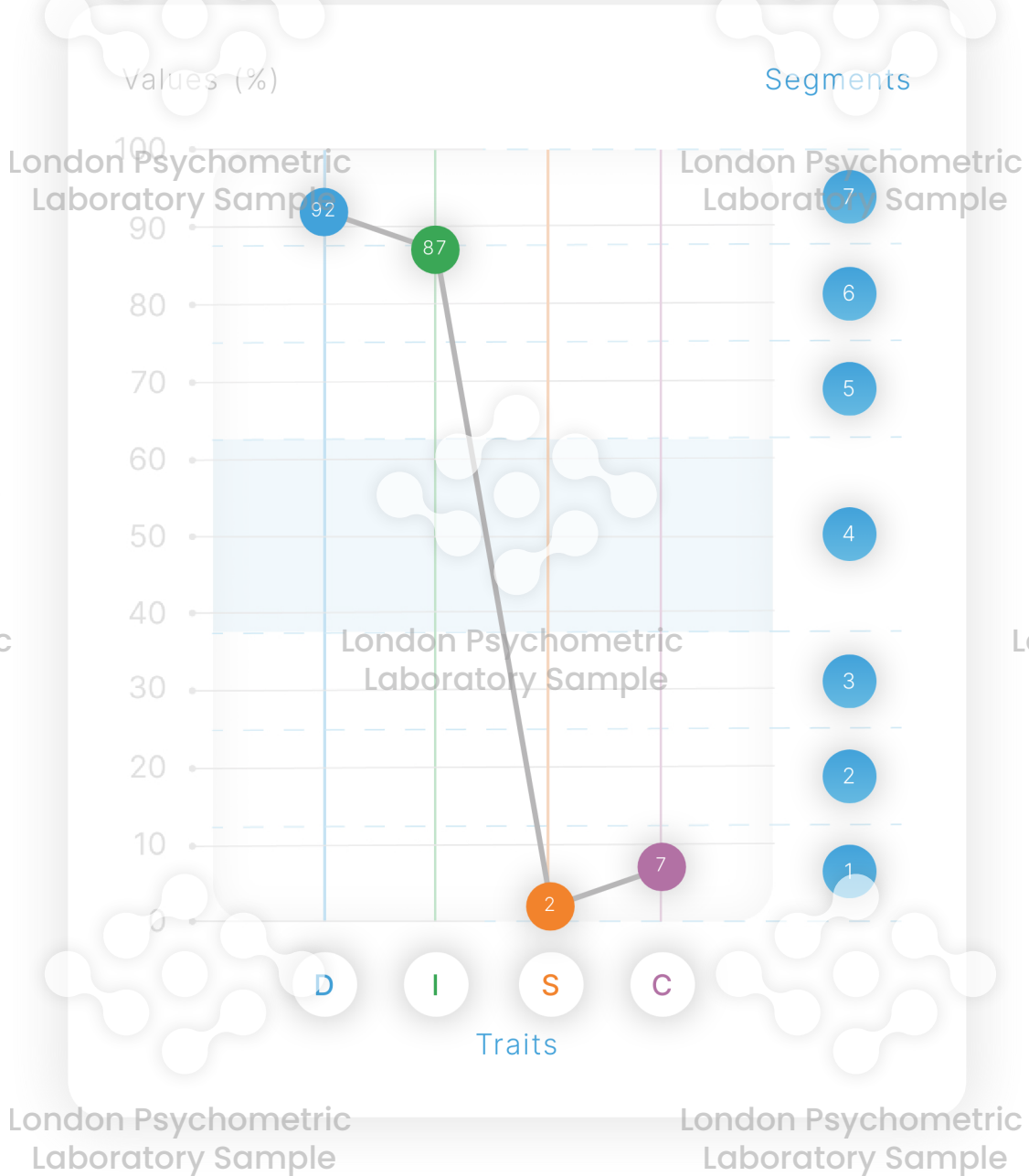
Example:

If your Stediness score is 2%, but your job calls for a score of 32%, your Situational Profile would show an arrow pointing from 87% to 32% on the Influence scale. This is a major 30-point difference presenting a central area for adaptation.





Watermarked DISC Profile



Step 3. Discuss Strategies for Effective Behavioral Adjustments

Building on the Situational Profile, your coach partners with you to implement specific strategies for adjusting your responses. This might involve role-playing exercises, discussing real-life scenarios, or exploring case studies.

Example: Activities consistent with a higher Influence score include small talk, presentation practice, or customer-facing roles. Remember, the goal is to encourage yourself to engage in such activities more comfortably than you currently do, in the context of a specific goal. It is not to transform yourself into a high Influence individual.



Step 4. Explore Energy Costs and Stress Points of Adaptation

Adaptation entails exertion that can be mentally and emotionally taxing. With your coach's guidance, you'll gain insight into the energy costs associated with different types of behavioral adjustments, notably in relation to the Situational Profile created earlier.

Example: You might discover that certain activities leave you feeling drained when you're trying to project influence behaviors. Through coaching support, you will develop strategies to effectively address any issues related to fatigue. These could include scheduling quiet time before and after events or practicing a combination of breathing and restorative mindfulness techniques to recharge.

Step 5. Consider Past Accomplishments and Areas for Improvement

The final step in the process involves reflecting on any past experiences with behavioral adaptation, using the Situational Profile as a reference point. Here, the coach guides you in analyzing moments where you've capably adjusted your style toward an ideal and those when you have struggled.

Example: Recall a time when you led a team meeting despite your affinity for going it alone (indicating an effective temporary increase in your Dominance and Influence scores). The coach now helps you identify the strategies you used and how to apply them in future circumstances requiring broadly similar adaptations.

Conclusion

Through this customized methodology, a TEIQue-DISC[®] coach can familiarize you with your behavioral patterns and guide you in modifying them. With this knowledge, you will better understand your workplace tendencies and make informed decisions about how to interact with associates and successfully manage any kind of professional hurdles that crop up. Keep in mind that the aim is to introduce flexibility not to impose a single, fixed "adjusted" style. Your natural style is the right one for you at this point in time.

The aim is to enhance your ability to adjust when needed, always remaining authentic to your core self. By concentrating on significant discrepancies (10 points or more) between your natural style and the Situational Profile, you can prioritize the most impactful areas for personal advancement and professional development. Please understand that this is not a process you are able to accomplish on your own. We would not be offering this service if it were something that could be done independently.



8. Tips For Adjusting High And Low Scores in Your TEIQue-DISC[®] Profile



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Adjusting HIGH Dominance

Although your high Dominance is an asset, there are times when a accommodating or supportive style is beneficial. For instance, in settings where consensus is crucial, or when dealing with sensitive interpersonal matters, toning down your Dominance protects rapport and promotes mutual understanding.

- Active listening skills:** Practice attentive listening by letting folks articulate themselves fully without interruption. Utilize verbal mirroring techniques to demonstrate empathy and comprehension. Resist the urge to interpret others' words, instead encouraging them to elucidate their positions further.
- Considerate decision-making:** Allocate sufficient time for reflection, particularly when you're treading new ground. Consider possible outcomes and seek advice when necessary, balancing the need for timely execution with the importance of informed choices.
- Task completion:** Set up a disciplined schedule, zeroing in on one task at a time. Not only will this boost productivity and time management, it will also help avert disputes that emerge from abandoned responsibilities or unmet deadlines.
- Relationship building:** Invest in cooperation with colleagues, clients, and stakeholders. Concentrate on trust-generating activities and maintain open dialogue pathways for a foundation of long-term progress and mutual benefit.
- Collaborative problem-solving:** Instead of immediately taking control in tough situations, reach out to peers with a willingness and proposals to pitch in together. Ask how you can best assist the team by fostering an inclusive atmosphere that recognizes and utilizes diverse skills and perspectives. Resist any urge toward self-interest that may arise, and instead channel resources into creating value for all stakeholders.

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Adjusting HIGH Influence:

Although your high Influence is an asset, there are times when a reserved or calculating tactic will be advantageous. For instance, when dealing with complex technical issues or in settings calling for deep analysis, toning down your Influence behaviors can bolster concentration and productivity.

- **Temper exuberance:** Moderate your excitement in formal or serious occasions. Present information objectively without relying on charm or nudging to make your point. This helps you project credibility in professional settings that prioritize emotional restraint.
- **Written communication:** Use concise written messaging over oral exchanges when possible. This guarantees accurate conveyance and recording of important information. It also allows recipients to review content in their own time and tempo, reducing the risk of misunderstandings. Beware though: scripta manent!
- **Data-driven decisions:** Base your conclusions on facts and figures in addition to intuition and personal experiences. This lends credibility to your initiatives, especially in data-driven environments. By substantiating your points with data, you'll build a reputation as a reliable and objective contributor. Be wary of any temptation to manipulate data for personal gain or to pursue avaricious agendas.
- **Respect for structure:** Heeding protocols and hierarchies when getting things done heightens efficiency and fairness in organizational settings. Adhering to structure showcases professionalism and consistency.

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Adjusting LOW Steadiness (via Submission):

Although your low Steadiness (via Submission) is advantageous in fluid or high-energy workplaces, certain circumstances call for consistency and forbearance. For example, when contributing to long-term projects, or when building trust with peers who favor continuity, increasing your Steadiness can empower you to meet challenges head-on. Moreover, a suitably accommodating attitude is beneficial under established leadership or in situations where listening and the ability to follow guidance are essential.

- **Be patient:** Cultivate calmness and composure when faced with repetitive or slow-moving processes. Use mindfulness to stay present and attentive during these times. It will certainly help you raise the caliber of your deliverables as well as reduce tension.
- **Follow through:** Make a conscious effort to see projects through to completion before moving on to new initiatives. Create plans with milestones and deadlines to keep you on track. Finishing what you start every time could help you build a reputation for reliability and thoroughness.
- **Show keenness for group initiatives:** Demonstrate your organizational commitment by actively participating in collective ventures. Support your managers with your contributions, assistance, and positive attitude. A proactive involvement motivates others and promotes an inclusive dynamic.
- **Set up orderly workflows:** By incorporating structure into your work habits, you can increase your efficiency and create a sense of stability for all team members. Start with small, manageable routines and protocols and gradually expand them.
- **Prioritize relationship building:** Nurture long-term professional bonds rather than fixating solely on immediate obligations. Schedule regular check-ins with colleagues and follow up on promises. A network of strong associations reinforces the foundation of your career.

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Adjusting LOW Conscientiousness (via Constraint):

Although your low Conscientiousness (via Constraint) is advantageous in creative or quick-moving contexts, certain circumstances call for a careful and detail-oriented approach. Conscientiousness shines in situations that demand precision, such as projects requiring rigorous analysis or when building trust with fastidious clients. In these contexts, it demonstrates a commitment to quality and meticulous attention to specifics.

- **Implement systematic approaches:** Create and follow step-by-step procedures for duties that require precision. Use checklists and double-check to ensure accuracy. Figure out structured ways of getting things done without stifling your spontaneity.
- **Hone your listening skills:** Concentrate on absorbing and retaining information during conversations and meetings. Take notes and ask clarifying questions to confirm you've captured key information. Your expressiveness is an asset but tempering it with attentive listening can greatly improve your effectiveness.
- **Streamline time management:** Use digital tools or a physical planner to keep track of obligations based on a ranking system and due dates. By increasing your pace, you'll eventually be able to fulfil urgent demands and at the same time maintain your assiduousness.
- **Cultivate interest in detail.** When reviewing tasks, push yourself to spend extra time examining their finer points. Set aside periods for in-depth activities when your energy is high. It will help you catch errors and raise the caliber of your contributions.
- **Blend openness with discretion:** Exercise discernment in sharing information or opinions. Before speaking, assess the appropriateness of your comments for the set up and audience. This enables you to demonstrate professionalism while preserving your communication style.



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Get to Know Thyself



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Understand your personality
and boost self awareness

Consciously reboot
your life experience

Create time by overcoming
self-handicapping habits



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