

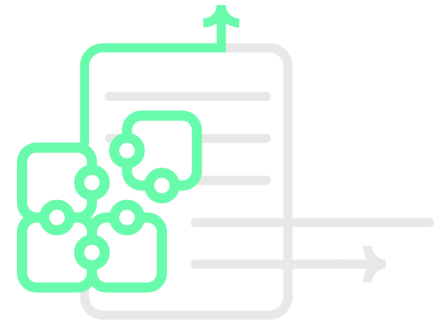
Discflow Core 2.0 Report

Sally Sample

Report Generated: 12/09/2025

Introduction

Sally, how you communicate, interact, and respond to challenges directly impacts your success and relationships. Understanding yourself and others is key to building stronger connections and achieving better outcomes in both work and life.



This personalised report provides practical insights to help you maximise your strengths, focus your energy, and enhance your effectiveness. The Discflow® model combines the proven DISC framework with Emotional Intelligence (EI), offering a deeper understanding of your behaviours and the reasons behind them.

By increasing self-awareness and recognising others' tendencies, you can improve communication, collaboration, and adaptability. Think of the DISC model as a compass-it won't dictate your path, but it will help guide you in the right direction. The more you embrace these insights, the smoother your journey will be.

This report isn't about changing who you are-it's about leveraging your strengths, refining your approach, and creating more meaningful, productive relationships. Stay open to the strategies ahead and use them to support your growth.

Guiding Principles

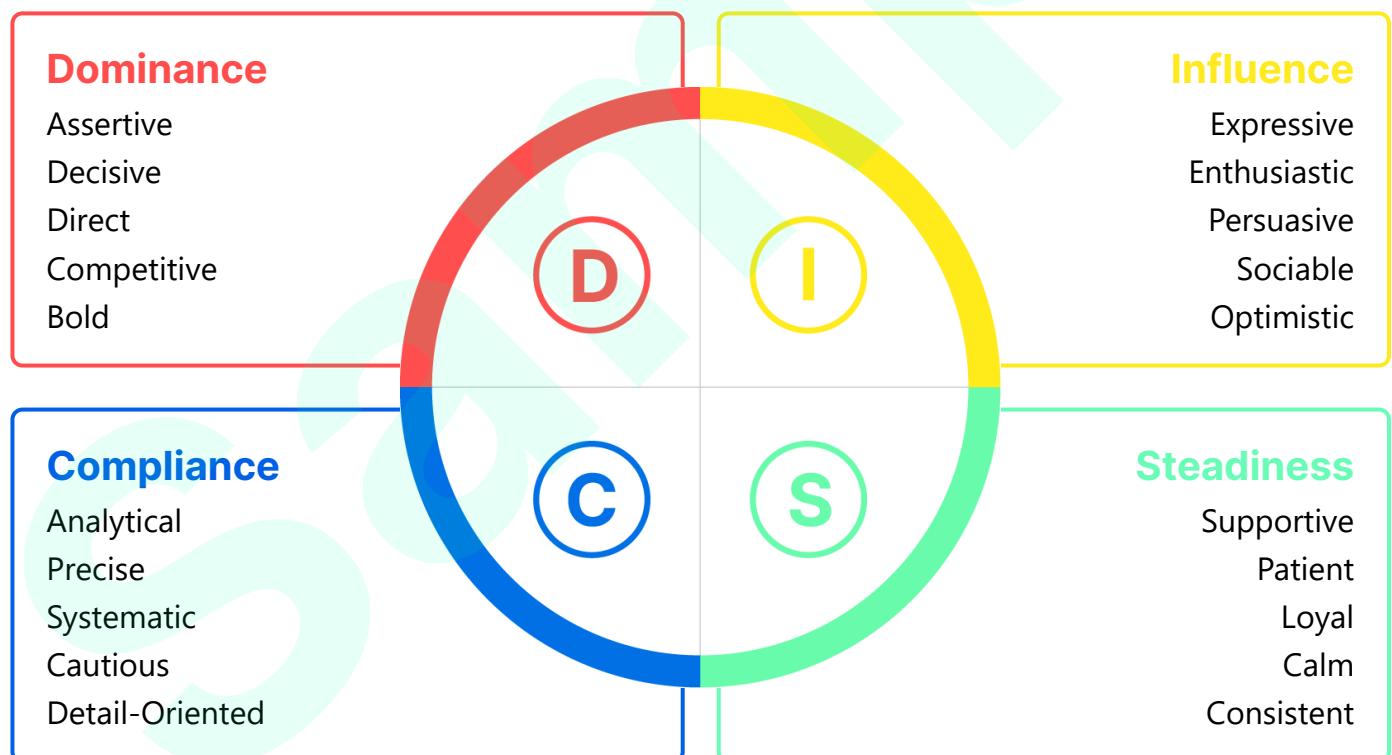
- Every style has strengths and limitations-no style is better than another. Success comes from understanding your tendencies and adapting when needed.
- You are a blend of all four styles. While one may be dominant, you display traits of the others in different situations.
- Self-awareness is key. Understanding your behaviours, triggers, and tendencies helps improve interactions.
- Behaviour is flexible. Emotional Intelligence enhances your ability to adapt and adjust.
- Understanding others strengthens relationships. Recognising different styles and emotional responses improves communication and teamwork.
- DISC is a framework, not a box. Your profile offers insights but doesn't define or limit you.
- DISC and EI drive success. Developing self-awareness and awareness of others leads to stronger relationships.

The DISC Model

The DISC model is a powerful tool for understanding human behaviour, offering valuable insights into how we communicate, make decisions, and interact. It identifies four key behavioural styles-Dominance, Influence, Steadiness, and Compliance-each with unique strengths and challenges.

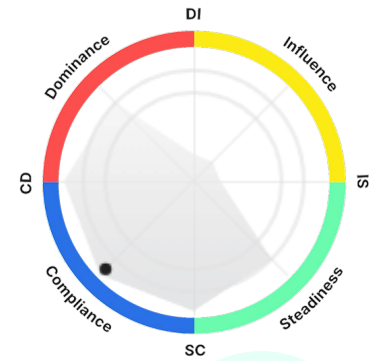
As you explore your report, remember that no one style is better than another. Everyone is a mix of all four, with certain tendencies more prominent than others. Your DISC profile helps you recognise these preferences and understand how they shape your approach to work, relationships, and problem-solving.

More than just self-awareness, DISC helps you appreciate and adapt to the differences in others. By tailoring your communication and approach, you can build stronger relationships, boost collaboration, and increase your effectiveness. Your DISC profile isn't a label but a guide to playing to your strengths and navigating challenges with confidence.



How to Interpret Your Graph

Your DISC results are displayed on a circumplex graph, which visually maps your behavioural preferences across eight distinct styles. The shaded areas on the graph represent the strength of your connection to each style—the further the shading extends from the centre, the stronger your natural inclination toward that behaviour.



The "dot" on the graph marks your Core Style—the behavioural style you most identified with based on your assessment responses. This indicates the behaviours that feel most instinctive to you and are likely to appear consistently in how you think, communicate, and interact with others.

Closer to the Outside or the Centre

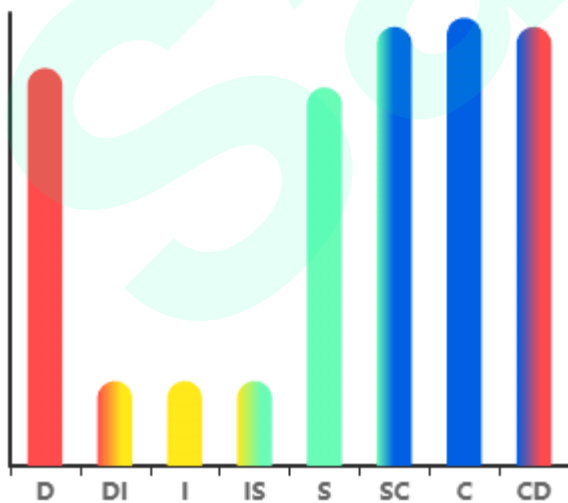
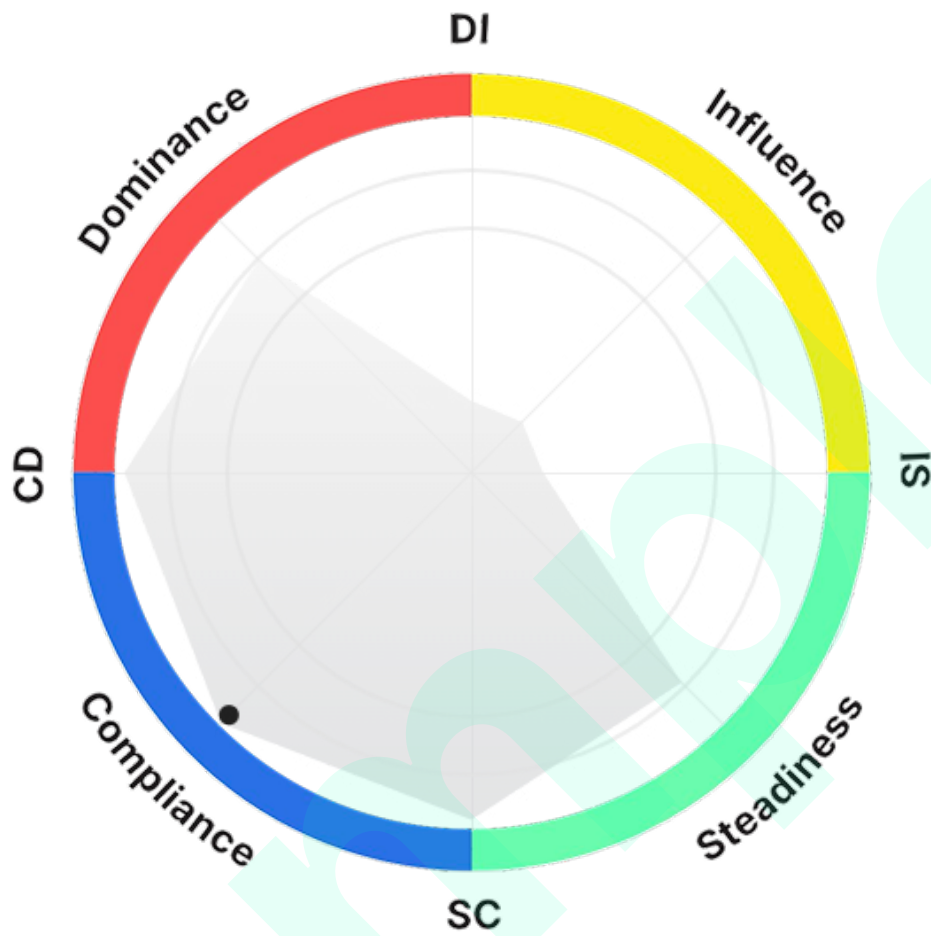
In the DISC model, intensity refers to how strongly you express a particular behavioural style. The closer your dot is to the outer edge of the circle, the more naturally, consistently, and visibly that style is expressed. This means your pace, tone, and decision-making tend to be more pronounced and predictable. Conversely, if your dot is positioned nearer the centre, it reflects a lower intensity. While you still connect with that style, your behaviours may appear more moderate or adaptable, making your preferences less immediately noticeable to others.

It's important to note that DISC intensity does not define or limit you. Rather, it provides meaningful insight into your behavioural tendencies and helps you understand how to better communicate, collaborate, and adjust your approach in different situations.

Unassociated Items

Unassociated Items are statements you prioritised when completing your assessment that don't align with the typical behavioural patterns of your primary DISC style. These items are included to provide a fuller picture of your results, reflect your behavioural complexity and add depth to the interpretation of your profile. The numbers in parentheses represent your rating on a 5-point scale, with only items rated 4 or 5 shown.

DISC Style: Compliance

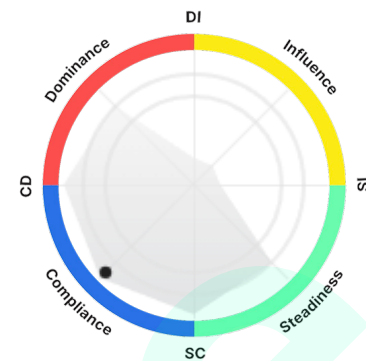


Unassociated Items

- I find it easy to look on the bright side of things. (4)

Your Compliance Style

Sally, you approach work with a mindset rooted in precision, logic, and accountability. You're most comfortable in environments where structure, clarity, and factual information guide decisions. You hold yourself-and often others-to high standards, and you strive for accuracy in all you do. You prefer to take a measured, informed approach, where choices are based on data, not assumptions. You believe in getting things right the first time and avoiding unnecessary errors that might disrupt quality.



Your analytical mindset and methodical approach make you particularly skilled at evaluating complex issues, identifying risks, and ensuring the quality of outcomes. Others often rely on you to spot details others miss or to provide a reality check during times of ambiguity. You take pride in being prepared and thorough, and your focus on continuous improvement makes you a valued contributor in any structured or technical environment. You enjoy solving problems that require logic and thoughtful reasoning.

However, your high standards and logical focus can sometimes become limiting. You may find it difficult to act when all information isn't available, or when a situation requires fast, intuitive decision-making. You might also come across as overly critical-of yourself or others-when expectations aren't met. While your attention to detail is a strength, it can sometimes cause you to get lost in the finer points at the expense of broader progress or timely delivery.

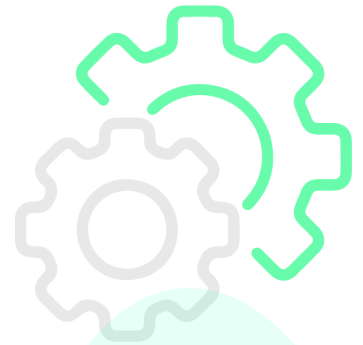
You are motivated by competence, fairness, and consistency. You value rules and procedures, not for their own sake, but because they create a foundation for objective decision-making. You enjoy mastering your field and developing expertise, and you're often happiest when working independently or with like-minded individuals who share your respect for accuracy and discipline.

However, you may find it stressful when working in unpredictable or disorganised environments. You dislike when decisions are rushed or based on emotion rather than evidence. Environments with poor planning, vague expectations, or inconsistent standards can feel chaotic and demotivating.

Ultimately, you want to be recognised for your precision and the quality of your work. Your biggest fear is making avoidable mistakes or being perceived as unprepared. While your high standards are a major asset, learning to tolerate imperfection and be more agile in the face of uncertainty can enhance your effectiveness and reduce unnecessary stress while preserving your core strengths.

Your Behavioural Drivers

Sally, your DISC style is guided by key drivers—core needs, motivations, and underlying influences that shape where you naturally focus your energy. These drivers help explain what fuels you and how you tend to approach work and connect with others. The following three drivers are likely to have a strong influence on your behaviour. Use these insights to better navigate the workplace in a way that plays to your natural strengths.



Accuracy

You take pride in producing high-quality work, ensuring that every detail is carefully considered. Precision is important to you, and you prefer to get things right the first time rather than rushing through tasks. You maintain high personal standards and expect others to demonstrate the same level of diligence. While you focus on thoroughness and accuracy, you also recognise the importance of balancing efficiency to meet deadlines without compromising quality.

Quality

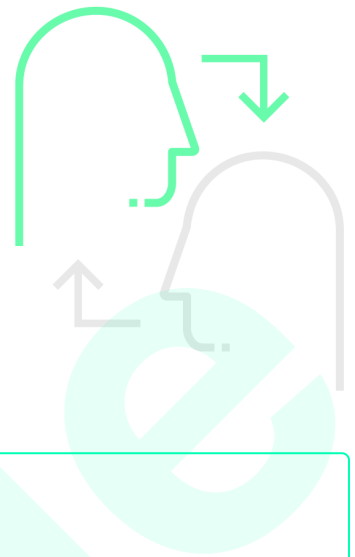
You are deeply motivated by the pursuit of excellence in everything you do. You strive to uphold the highest standards, not only in your own work but in the work of those around you. You value craftsmanship, depth, and doing things the right way, often taking extra steps to ensure the result meets or exceeds expectations. While your attention to quality helps deliver exceptional outcomes, it's important to recognise when "good enough" is sufficient to keep progress moving.

Order

You thrive in environments where processes are clearly defined and consistently followed. Structure, organisation, and adherence to rules provide a sense of clarity and control that allows you to perform at your best. You are meticulous about planning and prefer predictability over ambiguity. Sudden disruptions or disorganisation can feel destabilising, so you often take proactive steps to prevent chaos and maintain alignment. While flexibility is possible, you are most effective when you can operate within a well-ordered system.

Strengths and Limitations

Sally, your DISC style brings unique strengths and challenges in how you approach tasks, collaborate, and navigate the workplace. Your natural abilities help you make decisions, solve problems, and interact with confidence. However, each style also has its challenges if not managed effectively. Understanding both your strengths and areas for growth can help you refine your approach and maximise your effectiveness in different work situations.



Your Strengths

- You focus on accuracy and precision, ensuring that work is completed to the highest standard.
- You think critically before making decisions, relying on facts and logic rather than assumptions.
- You create structure and stability, helping teams stay organised and maintain clarity.
- You hold yourself and others accountable, ensuring that commitments are met.
- You are thorough in your communication, paying attention to details that others may overlook.

Your Limitations

- You may become overly focused on details, potentially delaying decisions or progress.
- You may struggle with ambiguity, finding it difficult to work without clear guidelines.
- You can be highly critical, both of yourself and others when expectations aren't met.
- You may resist change, preferring proven methods over experimentation.
- You can be reserved in communication, preferring written, structured interactions over spontaneous conversation.

Motivators and Stressors

Sally, understanding what drives and energises you, along with what drains or frustrates you, is essential for creating an environment where you can thrive. By recognising these factors, you can take proactive steps to stay focused, engaged, and productive, ultimately helping you perform effectively in various work settings.



What Motivates You

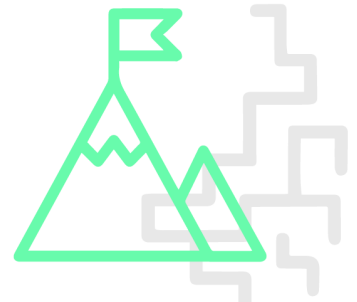
- You feel most confident and productive when you have clear expectations, knowing exactly what's required and what success looks like.
- You're motivated by logical, well-reasoned decision-making, especially when you have opportunities to assess situations thoughtfully before taking action.
- Working in structured environments helps you stay focused and efficient, as clearly defined processes and systems guide your work.
- Maintaining accuracy and consistency keeps you engaged and aligned with your goals, as you aim for high standards of quality.
- You perform best when given time for thoughtful analysis, allowing you to plan, evaluate, and approach tasks with care.

What Stresses You

- Last-minute changes or shifting priorities can feel disruptive, especially when there isn't enough time to prepare or adjust effectively.
- Vague expectations or unclear direction make it difficult for you to stay on track and deliver high-quality work.
- You find it frustrating when emotion-driven decision-making overshadows logic, facts, or data in favour of personal opinions.
- You prefer to evaluate options carefully, so pressure to make quick decisions can lead to discomfort or errors.
- Highly confrontational or emotionally charged environments can be draining, as you value objective, calm discussions and find reactive interactions challenging.

Goals and Fears

Sally, your DISC style shapes how you approach tasks, pursue goals, and handle challenges. Whether your strengths lie in driving results, building relationships, maintaining consistency, or analysing details, your behavioural tendencies guide how you act and decide. At times, concerns such as fear of failure, loss of control, or conflict may affect how you face difficulties. By recognising these patterns, you can better manage stress, adjust your approach, and stay focused on what matters most.



What Drives Your Goals

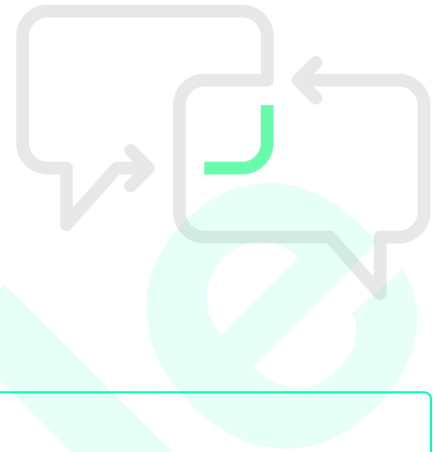
- Delivering high-quality, error-free work. Ensuring consistency and precision.
- Establishing clear systems. Creating reliable structures that improve efficiency.
- Making well-informed decisions. Avoiding impulsive actions by relying on data.
- Maintaining professionalism. Ensuring that work meets high standards.
- Contributing through expertise. Being valued for your knowledge and attention to detail.

What You Fear Most

- Making mistakes. Delivering work that does not meet your standards.
- Being unprepared. Facing unexpected challenges without sufficient planning.
- Lack of control. Working in an environment where processes are unpredictable.
- Being criticised unfairly. Having your work or decisions judged without logical justification.
- Working with inconsistent people. Feeling frustrated by those who don't follow structure.

Communication Style

Sally, your DISC style influences how you approach communication, shaping how you interact with others. Whether you are focused on results, building relationships, or ensuring clarity, your approach is tailored to your strengths. While this helps you engage effectively, it may also present challenges when interacting with those who have different communication preferences. Understanding these dynamics can enhance your ability to connect and collaborate with a variety of people.



How You Connect

- You focus on accuracy and avoid ambiguity, ensuring that your communication is clear and well-defined, which helps others understand your intentions and expectations.
- You prefer structured, fact-based conversations, providing a logical flow to your discussions and making it easier for others to follow and contribute meaningfully.
- You communicate with logic rather than emotion, using reason and data to drive your points, which fosters clarity and reduces misunderstandings.
- You ensure clarity before taking action, preferring to be certain that everyone is on the same page before making decisions or moving forward with plans.
- You tend to be thorough and ensure all relevant details are considered, which allows you to provide comprehensive information and avoid oversights.

What to Watch For

- You may focus too much on details, slowing down decisions, as your need for thoroughness may prevent you from acting quickly when required.
- You prefer clarity and may struggle with vague or emotional discussions, as you value precision and facts over feelings, which could make you seem distant to more emotionally driven communicators.
- You like precision and may be hesitant to take risks in conversations, fearing that incomplete or uncertain information could lead to errors or misunderstandings.
- You prefer a structured approach but may need to adjust to dynamic interactions, especially in situations where flexibility or spontaneity is required.
- You may experience frustration when others do not follow clear procedures, as you believe that structure and order are key to effective communication and successful outcomes.

Decision Making

Sally, your DISC style shapes your natural approach to decision making. Whether you tend to act quickly, reflect carefully, involve others, or seek consistency, your style influences how you assess situations and make choices. You're likely to feel confident deciding in ways that align with your values and priorities. While your strengths support your effectiveness, being open to different perspectives can help you make more well-rounded decisions and achieve stronger outcomes over time.



How You Make Decisions

- You approach decision-making with a high level of precision, ensuring every detail is examined before you feel confident to proceed.
- You rely on structured methods and analytical thinking, often gathering extensive data to support the most accurate, risk-averse decision possible.
- You prefer decisions that follow clearly defined rules, standards, or procedures, which give you confidence that your approach is sound.
- You prioritise consistency and logic over speed or instinct, believing that careful preparation leads to long-term reliability and trust.
- You seek to avoid errors by thinking ahead, cross-checking information, and anticipating the potential outcomes of your choices.

What to Watch For

- You may become caught in cycles of over analysis, which can delay decisions or create frustration in fast-moving environments.
- You tend to prefer high levels of certainty, which can make it harder to act when information is incomplete or outcomes are unpredictable.
- You may prioritise accuracy and thoroughness at the expense of agility, potentially missing opportunities that require timely decisions.
- You can be uncomfortable when forced to rely on instinct or when a decision must be made without clear guidelines.
- You may benefit from allowing more room for calculated risk-taking, especially when innovation or rapid response is required.

Work Environment

Sally, our work environment plays a crucial role in our daily life. Some aspects of our workplace fuel us with energy and keep us motivated, engaged, and ready to take on challenges. On the other hand, certain factors can drain our energy, leaving us feeling exhausted and unmotivated. Understanding what gives us energy and what drains us is key to creating a work environment that fosters both productivity and well-being.



What Fuels You

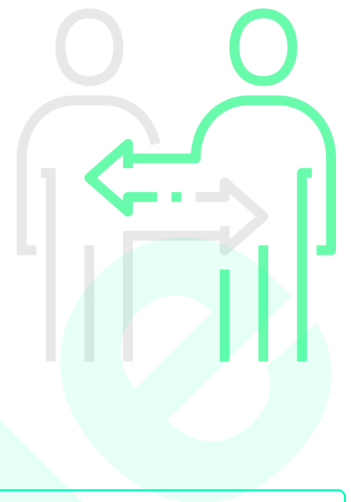
- You are energised in organised, detail-oriented environments where systems, rules, and quality standards are respected.
- You feel motivated when expectations are clearly defined and performance is measured against logical, fair criteria.
- You thrive in settings that value accuracy and precision, especially when your expertise is trusted and appreciated.
- You prefer work that allows time for thoughtful planning and analysis, where rushed decisions are the exception-not the norm.
- You gain satisfaction from delivering high-quality outcomes and being recognised for your thoroughness and consistency.

What Drains You

- You are drained by vague instructions, unclear expectations, or environments that constantly shift without rationale.
- You struggle in workplaces where speed is prioritised over accuracy, or where shortcuts compromise quality.
- You feel uncomfortable in chaotic or emotionally charged environments that lack structure or rational decision-making.
- You may become frustrated when attention to detail is dismissed or when important processes are bypassed.
- You lose motivation in cultures that feel unstructured or when leadership is inconsistent with rules or expectations.

How Others Perceive You

Sally, your DISC style brings unique strengths and potential challenges to approaching tasks, collaborating with others, and navigating the workplace. Your natural behaviours shape how others experience you - whether through your energy, focus, precision, or support. While those around you often value your strengths, they may also be interpreted differently depending on context or communication style. Developing awareness of how you're perceived can help you build stronger relationships, adapt more effectively, and increase your overall impact in diverse work environments.



Perceived Strengths

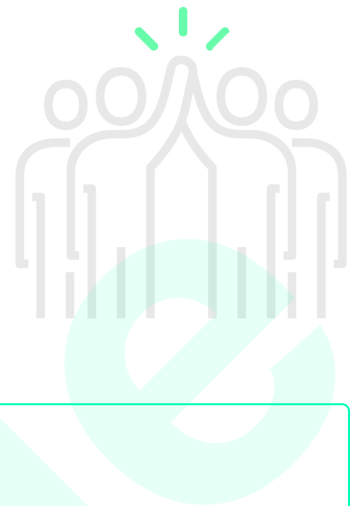
- You are seen as highly detail-oriented and accurate, ensuring work is completed to a consistently high standard.
- Others value your thoughtful and measured approach, especially when careful analysis and precision are needed.
- You bring structure and clarity to complex tasks, often identifying errors or inconsistencies others might miss.
- You are known for following procedures and policies carefully, helping maintain accountability and reduce risk.
- You are perceived as calm, logical, and reliable, especially in situations that require objectivity and focus.

Potential Blindspots

- You may be seen as overly cautious or slow to act, especially when waiting for full data or certainty before making decisions.
- Others might perceive you as rigid or resistant to informal approaches that deviate from established norms.
- You can come across as overly focused on rules or structure, which may feel limiting in creative or fast-paced settings.
- Your preference for accuracy may be misread as perfectionism or reluctance to take risks.
- You may be perceived as reserved or distant, particularly if you prioritise analysis over interpersonal engagement.

Value to the Team

Sally, your DISC style shapes the way you contribute to a team. Whether it's through the way you approach tasks, interact with others, solve problems, or help maintain focus, your presence makes a difference. You bring qualities that help the team function more effectively, stay aligned, and work toward shared goals. By recognising your strengths and valuing the different approaches around you, you enhance collaboration and contribute to a stronger, more balanced team dynamic.



Strengths You Bring

- You uphold high standards of accuracy and quality, ensuring the team delivers reliable outcomes with minimal error.
- You provide structure and clarity by relying on data, facts, and processes to guide your decisions and team contributions.
- You are analytical and objective, bringing a critical thinking lens that helps the group spot issues before they arise.
- You create trust through consistency, following procedures and standards that make others feel confident in the work being done.
- You approach tasks thoroughly and cautiously, ensuring that each step is carefully thought out and nothing is left to chance.

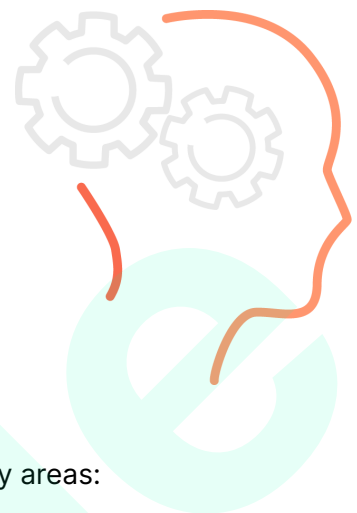
What to Watch For

- You may become overly focused on getting things exactly right, which could slow progress or create frustration in fast-paced situations.
- You prefer working with certainty and complete information, and may hesitate when quick judgement or risk-taking is required.
- You may be resistant to informal or unstructured approaches, which can feel uncomfortable even when they are effective.
- You tend to focus on logic and evidence, which may make it harder to engage with more emotionally expressive teammates.
- You might benefit from letting go of perfectionism at times and trusting that "good enough" can still lead to excellent results.

Emotional Intelligence

Sally, Emotional Intelligence (EI) is your ability to recognise, understand, and manage emotions-both your own and those of others. It influences how you communicate, make decisions, and interact with those around you. By developing emotional intelligence, you can gain greater control over your responses, strengthen relationships, and navigate challenges more effectively.

This section of your report explores your Emotional Intelligence across two key areas:



Self-Awareness

Self-awareness is defined as your ability to recognise and understand your emotions, how they shape your behaviour, and how you can use this awareness to make intentional choices. Your level of Self-awareness is assessed through four subtopics.

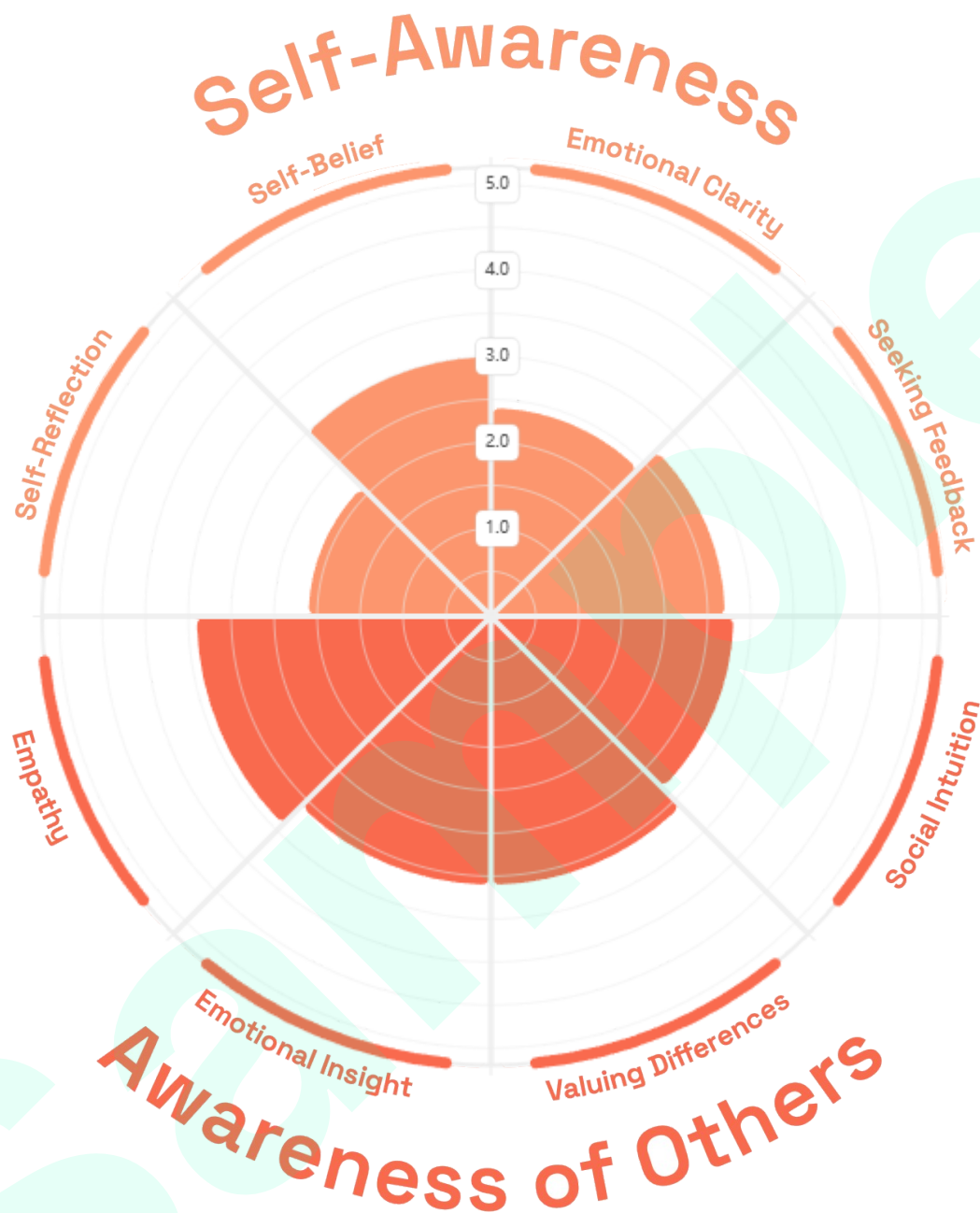
- **Self-Reflection:** The ability to thoughtfully reflect on your emotions and behaviour.
- **Self-Belief:** Confidence in your abilities and a positive view of yourself.
- **Emotional Clarity:** The capacity to clearly understand and articulate your emotional state.
- **Seeking Feedback:** Openness to others' perspectives and constructive criticism.

Awareness of Others

Awareness of Others is defined as your ability to perceive, interpret, and respond to the emotions and perspectives of those around you, allowing you to build stronger relationships and communicate more effectively. Your level of Awareness of Others is assessed through four subtopics.

- **Social Intuition:** The ability to sense the emotions and reactions of others in social settings.
- **Valuing Differences:** Appreciation of diverse perspectives and experiences.
- **Identifying Thoughts & Feelings:** Recognising the unspoken emotions and thoughts of others.
- **Empathy:** The capacity to understand and share the feelings of others.

Your Self-Perception in Focus



Understanding Your Emotional Intelligence Scores

Your scores are based on a self-assessment and reflect how you perceive your emotional intelligence across 8 key dimensions, rated on a scale from 1 to 5.

These results are not about comparison; they're about self-awareness. Use them as a starting point to explore your strengths, identify areas for growth, and guide your personal and professional development.

There's no right or wrong—just insight to help you move forward with clarity and purpose.

Self-Awareness

Self-Reflection: Pausing to Learn and Grow

Why This Matters

Self-reflection is the process of intentionally examining your thoughts, emotions, and behaviours to gain deeper self-awareness and improve how you interact with others. In the context of emotional intelligence, self-reflection allows you to pause, assess, and refine your responses rather than simply reacting based on habit or impulse.

How You Tend to Reflect



What This Means for You

Sally, you reflect on your thoughts and behaviours from time to time, but it's not a consistent practice. After an event or conversation, you may briefly think about what happened, but you don't always take the time to fully process your emotions or evaluate alternative approaches. When under pressure, you prioritise moving forward rather than analysing the past. While you occasionally notice patterns in your behaviour, you don't always apply those insights to future situations. Making reflection a more regular habit could help you improve your emotional awareness and strengthen your ability to manage relationships effectively.

A Question to Explore

When was the last time you paused to examine your emotional response to a situation - and what did it teach you?

One Small Shift to Experiment With

Choose one meeting or conversation each day to reflect on - what was your emotional tone, and how did it affect your response?

Something to Pay Attention To

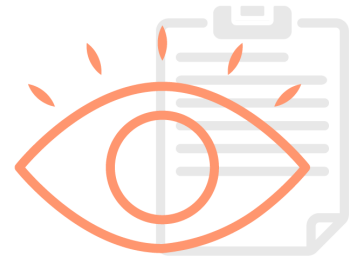
If reflection only happens after problems, you may miss the chance to build on strengths or prevent repeat patterns.

A Thought to Take with You

"A few minutes of reflection can save hours of misunderstanding."



Self-Awareness cont...



Self-Belief: Trusting in Your Own Ability

Why This Matters

Self-belief is the level of trust you have in your ability to influence outcomes and handle challenges effectively. It reflects how confident you are in your capacity to navigate situations, solve problems, and persist through difficulties. In the context of emotional intelligence, self-belief plays a crucial role in how you manage emotions, build resilience, and interact with others.

How You Tend to Reflect



What This Means for You

Sally, you believe in your ability to handle most challenges, but there are times when doubt creeps in. You generally feel capable of solving problems and making decisions, though in unfamiliar situations, you may hesitate before taking action. You push yourself to achieve goals but sometimes struggle with setbacks, questioning whether you have what it takes to succeed. While you try to be resilient, you may need external validation or support to maintain confidence in difficult moments. Building a stronger sense of self-efficacy could help you rely less on reassurance from others and more on your own ability to navigate obstacles successfully.

A Question to Explore

What helps you bounce back after a setback - and how can you turn that into a repeatable habit?

One Small Shift to Experiment With

Notice when you're waiting for approval before acting. Take one small decision this week without external input.

Something to Pay Attention To

Depending too much on outside affirmation can dilute your inner confidence.

A Thought to Take with You

"Confidence is quiet. It comes from action, not applause."

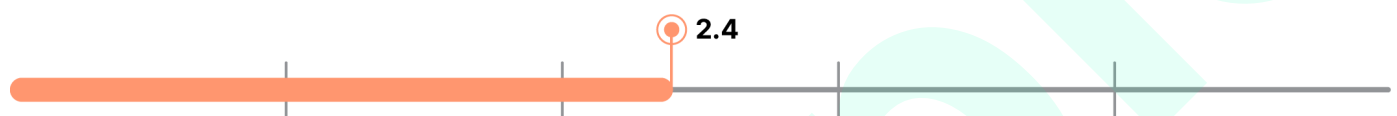
Self-Awareness cont...

Emotional Clarity: Understanding What You Feel and Why

Why This Matters

Emotional clarity is your ability to accurately identify, understand, and articulate your emotions. It is a key aspect of emotional intelligence that allows you to recognise what you are feeling, why you are feeling it, and how those emotions influence your thoughts, behaviours, and overall decision-making in various situations.

How You Tend to Reflect



What This Means for You

Sally, you have some awareness of your emotions, but you don't always fully understand or articulate them. In familiar situations, you can generally recognise how you feel, but when emotions become more complex, you may struggle to label them accurately. At times, you may ignore or suppress emotions rather than exploring them, which can lead to bottled-up frustration or unexpected emotional outbursts. While you try to regulate your feelings, there are moments when they catch you off guard, leaving you unsure of how to respond. Strengthening emotional clarity could help you better navigate difficult situations and communicate your emotions more effectively.

A Question to Explore

What emotion do you find hardest to name or express - and how does that impact your relationships?

One Small Shift to Experiment With

Keep a list of common emotions and refer to it when something feels unclear - use it to find more precise labels.

Something to Pay Attention To

Unspoken emotions can build up and leak out in unproductive ways.

A Thought to Take with You

"The better you understand your feelings, the easier it is to express your needs."

Self-Awareness cont...

Seeking Feedback: Welcoming Insight to Grow

Why This Matters

Seeking feedback reflects your openness to gaining external perspectives that enhance your understanding of your strengths, blind spots, and areas for growth. It is a key component of self-awareness, helping you refine your self-perception and continually develop your skills and behaviours.

How You Tend to Reflect



What This Means for You

Sally, you recognise the value of feedback and sometimes seek it out, but not consistently. In certain situations, you welcome input, especially when you feel uncertain or want reassurance, but in other cases, you prefer to rely on your own evaluation. When receiving feedback, you may reflect on it and apply it if you see its relevance, but you don't always seek additional perspectives to gain a broader understanding. While you appreciate constructive criticism, you may not always act on it unless it aligns with your existing views. Strengthening your feedback-seeking behaviour could enhance your self-awareness and help you refine your approach in various situations.

A Question to Explore

When has feedback helped you see something you hadn't noticed about yourself - and what changed as a result?

One Small Shift to Experiment With

This week, ask two different people for input on the same behaviour - compare their perspectives.

Something to Pay Attention To

If you only seek feedback when you're unsure, you might miss the chance to strengthen what's already working.

A Thought to Take with You

"Clarity multiplies when you welcome more than one viewpoint."



Awareness of Others

Social Intuition: Reading What Isn't Said

Why This Matters

Social intuition is your ability to quickly and accurately read social cues, non-verbal signals, and emotional dynamics in different situations. It allows you to sense the mood of a room, pick up unspoken tensions, interpret subtle behavioural shifts, and anticipate how others may feel or respond in the moment or over a period of time.

How You Tend to Reflect



What This Means for You

Sally, you are somewhat aware of social cues and emotional signals, but not consistently. In familiar situations, you can often pick up on the mood of the conversation, but in more complex or emotionally charged interactions, you may struggle to read between the lines. You generally understand when someone is feeling off but may not always be sure how to respond. You can adjust your communication based on social dynamics, but you don't always do so instinctively. Developing greater social intuition could help you recognise unspoken emotions more quickly and respond with greater confidence.

A Question to Explore

What situations make it easier or harder for you to pick up on emotional shifts?

One Small Shift to Experiment With

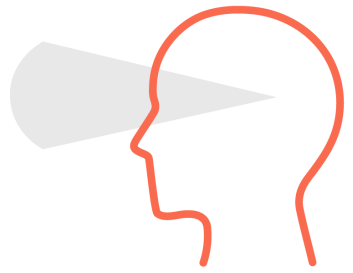
After your next group discussion, reflect: What emotions did you sense? What clues helped you interpret them?

Something to Pay Attention To

In fast-paced environments, subtle signals are easy to miss - slowing down helps you tune in.

A Thought to Take with You

"Awareness deepens when you pause and observe."



Awareness of Others cont...

Valuing Differences: Welcoming Diverse Perspectives



Why This Matters

Valuing differences is your ability to recognise, respect, and value diverse perspectives, backgrounds, and experiences. It reflects how open-minded and inclusive you are when engaging with others, particularly those who think, communicate, or approach situations differently than you do, fostering a more collaborative and harmonious environment.

How You Tend to Reflect



What This Means for You

Sally, you recognise the importance of diversity and try to be open to different perspectives, but it is not always your instinct to seek them out. You appreciate when others bring fresh ideas, but you may not always actively invite or explore viewpoints that challenge your own. In team settings, you are generally open to input from people with different backgrounds but may not always fully integrate those perspectives into your approach. Developing a deeper appreciation for diversity could help you collaborate more effectively and benefit from a broader range of insights.

A Question to Explore

What perspectives are missing from the conversations you typically engage in?

One Small Shift to Experiment With

Next time you hear an unfamiliar view, ask a follow-up question before forming an opinion.

Something to Pay Attention To

It's easy to listen for what sounds familiar - real growth comes from engaging with what's different.

A Thought to Take with You

"Inclusion isn't passive - it's intentional curiosity."

Awareness of Others cont...

Emotional Insight: Understanding What Others Think & Feel

Why This Matters

Emotional insight is your ability to accurately recognise what others are thinking and feeling, even when it's not said outright. It involves tuning into both verbal and non-verbal cues to understand the emotions, perspectives, motivations, and unspoken concerns of those around you. This awareness helps you respond with greater empathy, strengthen relationships, and navigate complex social dynamics with care and clarity.

How You Tend to Reflect



What This Means for You

Sally, you have a reasonable ability to identify what others are thinking and feeling, but there are times when you are unsure or need clarification. You can usually tell when someone is upset or engaged, but you don't always pick up on the full emotional picture. You may sometimes ask for more context to understand a situation better. Developing this skill further could help you improve your ability to interpret non-verbal cues and deepen your relationships.

A Question to Explore

When someone's tone doesn't match their words, what's your first instinct - to question, clarify, or move on?

One Small Shift to Experiment With

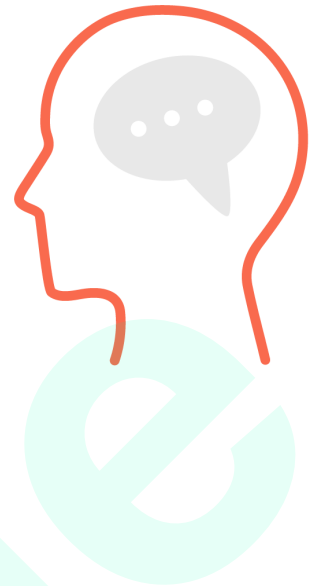
In your next conversation, pause before responding and ask: "Is there anything else you're feeling that we haven't talked about?"

Something to Pay Attention To

Emotion often shows up in silence, hesitation, or shifts in energy - not just in language.

A Thought to Take with You

"Clarity grows when you're willing to ask and observe."



Awareness of Others cont...

Empathy: Connecting with Care



Why This Matters

Empathy is your ability to put yourself in someone else's shoes, understand their emotions, and respond with care and consideration. It goes beyond simply recognising what others feel. It involves truly understanding and valuing their perspective, offering support, and building deeper connections that foster trust and mutual respect.

How You Tend to Reflect



What This Means for You

Sally, you generally understand the importance of empathy and try to consider how others feel, but it's not always your instinct to do so. You can usually tell when someone is upset or struggling, and you make an effort to acknowledge their emotions. However, you may not always take the extra step to check in or offer support unless they explicitly ask for it. You balance logic with emotion but may occasionally prioritise facts over feelings in decision-making. Developing deeper empathy could help you strengthen your ability to connect with others and navigate sensitive conversations more effectively.

A Question to Explore

When you notice someone struggling, what holds you back from checking in?

One Small Shift to Experiment With

The next time someone seems off, ask: "Is everything okay?" - even if you're unsure how to help.

Something to Pay Attention To

Empathy grows through simple gestures - not grand solutions.

A Thought to Take with You

"Sometimes the most powerful thing you can offer is your attention."

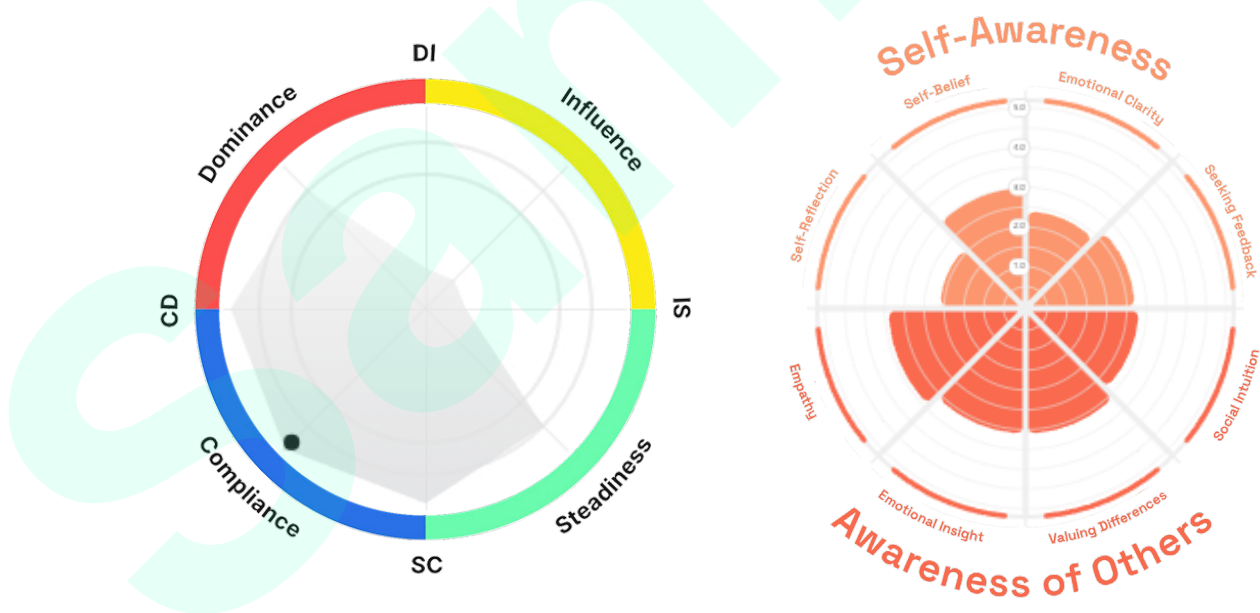
DISC and Emotional Intelligence Combined

Sally, this final section of your report explores the connection between your DISC style and emotional intelligence. Your DISC style reflects how you naturally behave; emotional intelligence reveals how well you understand and manage those behaviours in everyday life.

This section goes deeper, helping you uncover how you think, feel, and connect with others. Emotional intelligence is key to personal growth. It shapes how you handle challenges, adapt to change, and build meaningful relationships.

By linking your DISC style with emotional intelligence, you'll gain clarity on your strengths and where there's room to grow. Use these insights to become more intentional in how you show up—more aware, more adaptable, and more in control of your responses.

Remember, emotional intelligence isn't fixed, it can be strengthened at any point in life. See this as an opportunity to grow your self-awareness, improve relationships, and move forward with greater confidence. The section is organised into eight topics, each combining your DISC style with your levels of Self-Awareness (SA) and Awareness of Others (AoO), designed to support your personal development journey.



Balancing Strengths and Challenges

You have a strong focus on accuracy and structure, but you may not always recognise how your attention to detail impacts collaboration. While your precision is valuable, balancing it with flexibility and engagement helps ensure that both your work and relationships remain effective.



For example, when reviewing a project plan, you may concentrate on minor details while overlooking broader team contributions. However, by asking, “How does this fit within the bigger picture?” you develop a more balanced approach. Recognising that collaboration strengthens overall success ensures that your expertise is both respected and valued.

By refining your approach to detail, you enhance workplace engagement. Checking for team alignment, prioritising key objectives, and ensuring that focus remains on both accuracy and teamwork strengthen collaboration. Practicing adaptability fosters professional success. Your ability to maintain high standards is valuable, and by incorporating collaboration, you strengthen workplace efficiency. Ensuring that precision remains aligned with team goals fosters career growth.



Self-Reflection: Take a few moments to consider the following.

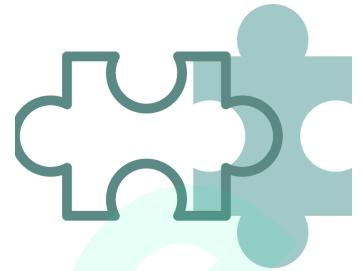
1. What strengths do I naturally bring to this area, and how do they contribute to my success?
2. When might those same strengths become overused or create blind spots?
3. How do I typically respond when things aren't going well, do I double down, back off, or something else?
4. What feedback have I received (or noticed) that suggests an opportunity for better balance?
5. What's one adjustment I could experiment with to stretch beyond my comfort zone?



Your Journal: Whatever comes to mind, big or small, is worth capturing here.

Adapting Your Style for Greater Impact

You value consistency and precision in your work but may not always recognise when flexibility is needed. While maintaining high standards is beneficial, adapting to different situations and people enhances collaboration and ensures that your expertise is applied effectively in a variety of contexts.



For example, when a project requires last-minute changes, you may feel frustrated by the disruption to your plan. However, by asking, “What adjustments will ensure success in this situation?” you shift your focus from resistance to adaptability. Recognising that balancing structure with flexibility strengthens problem-solving and collaboration fosters workplace success.

By refining your ability to adapt, you enhance workplace engagement. Practicing flexibility, reassessing priorities when necessary, and ensuring that structure supports rather than limits progress strengthen professional effectiveness. Cultivating adaptability fosters career growth. Your ability to maintain high standards is valuable, and by incorporating adaptability, you strengthen workplace efficiency. Ensuring that processes remain structured yet flexible fosters professional success.



Self-Reflection: Take a few moments to consider the following.

1. How would I describe my default communication or work style in a team setting?
2. In what situations or with which people do I find it harder to stay flexible?
3. What signals tell me that my approach isn't landing as intended?
4. Can I recall a time when adapting my style led to a better outcome? What did I do?
5. What's one small shift I could make to better connect with others who approach things differently?



Your Journal: Whatever comes to mind, big or small, is worth capturing here.

Responding Thoughtfully Under Pressure

You rely on logic and structure when making decisions but may not always recognise how emotions influence outcomes. While focusing on facts is valuable, ensuring that emotional regulation is integrated into decision-making strengthens your ability to navigate workplace challenges effectively.



For example, when facing an unexpected issue in a project, you may focus solely on finding a solution without considering how stress impacts your response. However, by asking, “Am I reacting logically or emotionally?” you refine your approach. Recognising that balancing logic with emotional awareness strengthens decision-making fosters workplace success.

By refining emotional regulation in decision-making, you enhance workplace effectiveness. Practicing emotional awareness, ensuring decisions are balanced, and assessing the impact of responses strengthen professional growth. Cultivating self-regulated decision-making fosters career success. Your ability to rely on structure is valuable, and by incorporating emotional regulation, you strengthen workplace problem-solving. Ensuring that decision-making remains both logical and emotionally balanced fosters professional success.



Self-Reflection: Take a few moments to consider the following.

1. How do I tend to react when stress or urgency ramps up?
2. What internal or external cues tell me I'm beginning to feel pressure?
3. How does pressure affect my decision-making, tone, or behaviour?
4. What strategies or habits help me stay grounded and clear-headed in tense moments?
5. What's one thing I can practice to improve how I show up when the stakes are high?



Your Journal: Whatever comes to mind, big or small, is worth capturing here.

Communicating in a Way Others Can Hear

You prioritise accuracy and structure in your communication but may not always consider how your message is received. While precision is valuable, ensuring that your approach is adaptable and engaging fosters clearer workplace interactions and stronger collaboration.

For example, when sharing process guidelines, you may focus on technical details without checking if others fully understand. However, by asking, “Does this explanation provide enough clarity?” you create opportunities for engagement. Recognising that balancing accuracy with accessibility strengthens communication ensures more effective workplace interactions.

By refining your communication approach, you enhance workplace engagement. Encouraging discussion, checking for understanding, and ensuring that messages are both clear and engaging strengthen collaboration. Practicing adaptable communication fosters professional growth. Your ability to provide structured information is valuable, and by incorporating adaptability, you enhance workplace communication. Ensuring that messages remain both precise and accessible fosters stronger professional relationships.



Self-Reflection: Take a few moments to consider the following.

1. What helps me feel heard and understood in conversations, and do I offer the same to others?
2. How do I check that my message is clear and inclusive, not just delivered?
3. When might my style unintentionally shut down discussion or ideas?
4. What kinds of communication seem to foster the most engagement and trust around me?
5. What's one way I could invite more contribution and psychological safety in conversations?



Your Journal: Whatever comes to mind, big or small, is worth capturing here.

Navigating Conflict with Clarity and Care

You prioritise accuracy and structured problem-solving, but you may not always recognise how emotions influence conflict. While focusing on facts is valuable, ensuring that conflicts are addressed constructively strengthens collaboration and helps maintain positive workplace relationships.



For example, when a colleague challenges your approach to a process, you may focus on defending your rationale rather than addressing concerns. However, by asking, “What aspect of this approach do you see as challenging?” you create an opportunity for constructive discussion. Recognising that addressing conflicts proactively fosters stronger collaboration enhances workplace success.

By refining conflict management skills, you enhance workplace relationships. Practicing open dialogue, ensuring that conflicts are addressed with clarity, and balancing logic with emotional awareness strengthen collaboration. Practicing constructive conflict resolution fosters professional success. Your ability to maintain structured problem-solving is valuable, and by incorporating emotional awareness, you enhance workplace relationships. Ensuring that conflicts are addressed constructively fosters long-term collaboration.



Self-Reflection: Take a few moments to consider the following.

1. How do I usually approach disagreement, avoid it, meet it head-on, or something in between?
2. What impact does my conflict style have on trust, outcomes, and team dynamics?
3. When have I handled a disagreement well? What made that possible?
4. What fears or assumptions might shape how I show up during conflict?
5. What's one way I could bring more clarity or care to difficult conversations?



Your Journal: Whatever comes to mind, big or small, is worth capturing here.

Bringing Others Along with Your Ideas

You prioritise structure and accuracy in your leadership approach but may not always recognise how influence and collaboration require adaptability. While maintaining high standards is beneficial, ensuring that leadership is balanced with engagement and flexibility strengthens workplace relationships and team effectiveness.



For example, when introducing a new compliance process, you may focus on ensuring adherence without considering how colleagues perceive the change. However, by asking, “How can we implement this in a way that works for everyone?” you create an opportunity for collaboration. Recognising that influence and leadership require balancing structure with engagement fosters stronger team alignment.

By refining leadership and collaboration skills, you enhance workplace relationships. Encouraging input, ensuring that expectations are clear yet adaptable, and balancing structure with engagement strengthen teamwork. Practicing inclusive leadership fosters professional success. Your ability to maintain structure is valuable, and by incorporating collaboration, you strengthen workplace leadership. Ensuring that influence is both strategic and engaging fosters long-term professional success.



Self-Reflection: Take a few moments to consider the following.

1. How do I usually share ideas, do I invite input early or present fully formed solutions?
2. What helps others feel included and invested in shared goals?
3. When have I seen buy-in happen naturally, and what contributed to it?
4. What might make someone hesitant to engage with my ideas or suggestions?
5. What's one way I could better co-create momentum with others?



Your Journal: Whatever comes to mind, big or small, is worth capturing here.

Staying Open to Growth and Feedback

You prioritise accuracy and structure in your work but may not always consider how self-reflection and adaptability impact development. While maintaining high standards is beneficial, embracing a growth mindset and being open to new learning opportunities strengthens your professional effectiveness and career growth.



For example, when receiving feedback on improving efficiency, you may focus on justifying your approach rather than considering alternative solutions. However, by asking, “What adjustments could enhance my performance?” you create an opportunity for learning and development. Recognising that self-development benefits from adaptability fosters stronger professional growth and workplace success.

By refining your approach to self-development, you enhance workplace performance. Seeking feedback, implementing improvements based on constructive insights, and ensuring that learning remains an ongoing process strengthen professional growth. Practicing a mindset of continuous improvement fosters long-term career success. Your ability to maintain high standards is valuable, and by incorporating a growth mindset, you enhance professional effectiveness. Ensuring that development remains both structured and adaptive fosters long-term success.



Self-Reflection: Take a few moments to consider the following.

1. How do I typically respond, internally and externally, when I receive feedback?
2. What helps me stay curious and open, even when the message is hard to hear?
3. When has feedback helped me grow in ways I didn't expect?
4. What might prevent me from seeking or using feedback more effectively?
5. What's one practice I could adopt to use feedback as a tool for development?



Your Journal: Whatever comes to mind, big or small, is worth capturing here.

Setting Goals That Motivate and Last

You prioritise structure and accuracy when setting goals but may not always consider how adaptability and collaboration influence success. While maintaining high standards is valuable, ensuring that objectives are both realistic and flexible strengthens professional development and workplace effectiveness.



For example, when setting performance targets, you may establish detailed objectives without checking if they are achievable within the team's current capacity. However, by asking, "What potential challenges might arise?" you create an opportunity for collaboration and refinement. Recognising that balancing precision with flexibility strengthens goal achievement fosters stronger workplace efficiency.

By refining your goal setting approach, you enhance workplace success. Seeking input, ensuring that objectives are structured yet adaptable, and integrating feedback strengthen goal execution. Practicing a flexible approach to planning fosters long-term career achievement. Your ability to maintain structured goal setting is valuable, and by incorporating adaptability, you strengthen workplace effectiveness. Ensuring that objectives remain both clear and flexible fosters long-term professional success.



Self-Reflection: Take a few moments to consider the following.

1. What kinds of goals energise me, and which tend to fade over time?
2. How do I balance ambition with adaptability when things shift?
3. What supports my motivation and commitment over the long haul?
4. When have I felt proud of progress, regardless of outcome? Why?
5. What's one way I could design goals that are both meaningful and sustainable?



Your Journal: Whatever comes to mind, big or small, is worth capturing here.

It's Time to Turn Insight into Action

Sally, your natural strengths are a big part of what makes you effective-but even strengths can become blind spots, especially in fast-paced or high-pressure situations. When we're under stress, it's easy to lean into what's comfortable, even if it doesn't always land well with others.

The following tips are designed to help you balance your strengths with greater self-awareness and empathy-so you can achieve results and build stronger relationships along the way. Let's take what you've learned and put it into practice.



1. Don't Let Perfection Slow You Down

You may hesitate to act unless everything is exact. Ask, "What's good enough to move forward right now?" Taking action builds momentum without compromising quality.

2. Be Willing to Share Ideas Early

You tend to wait until your thinking is complete. Instead, try saying, "Here's an early idea I'd like to test." Sharing earlier encourages collaboration and faster progress.

3. Let Others Know When You're Stuck

You often work through problems alone. It's okay to say, "I could use some input on this." Seeking help strengthens teamwork and avoids bottlenecks.

4. Avoid Over-Explaining Your Process

You value detail-but too much can overwhelm. Focus on what others need to know to stay engaged and effective.

5. Balance Being Correct With Being Helpful

You may prioritise accuracy over action. Ask, "Is correcting this improving the outcome, or just satisfying me?" Staying outcome-focused helps everyone move forward.

Moving forward with Discflow®

Keeping your results in mind Sally, write down any actions or behaviours which you think you should:

KEEP DOING



STOP DOING



START DOING

