

Yoonsook Ha

Style: **Precisionist CS**

Maxwell DISC Personality Indicator Report

Wednesday, September 16, 2026

Maxwell DISC Personality Indicator Report

Congratulations on completing your Maxwell DISC Personality Indicator Report! This report will provide you with powerful insight into several important areas in which your natural style presents itself in your personal and professional life.

In John Maxwell's book, The 15 Invaluable Laws of Growth, the Law of Awareness states, "You must know yourself in order to grow yourself." This Maxwell Method report is designed to help you better know yourself, as well as provide you with insight on how you can grow yourself.

This report is based on the DISC methodology of human behavior. Dr. William Moulton Marston, while at Harvard University in the 1920's, developed the DISC Theory while doing research for his book, The Emotions of Normal People. When his research was complete, the DISC Theory was formed into a validated and reliable assessment for personal and professional development. DISC is the methodology used in this report to help you identify four different dimensions of your design:

Your Behavior Style, Your Communication Style, Your Strength Style, and Your Work Style.

You will see on the front cover of your report, just below your name, a descriptive name for your report style. Since each of us, to varying degrees, are a combination of the 4 primary DISC types, your style descriptive name may be immediately followed by 1, 2, or 3 of the other DISC letters.

While you are able to see the explanation of your DISC profile and how it presents itself in each of the above four style areas, your Maxwell DISC associate will guide you through using this design combination to help you gain the most insight into this report and maximize how you can better know yourself and grow yourself.

Now, let's begin the journey into your personal design. The next two pages provide you an introduction into the four DISC types, several key traits for each type, and your DISC graphs. Your Maxwell DISC associate can provide you with the context for each graph.

"Personal growth increases hope. It teaches us that tomorrow can be better than today." John C. Maxwell

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Introduction

Your report uses the DISC Personality System. The DISC Personality System is the universal language of behavior. Research has shown that behavioral characteristics can be grouped together in four major groups. People with similar styles tend to exhibit specific behavioral characteristics common to that style. All people share these four styles in varying degrees of intensity. The acronym DISC stands for the four personality styles represented by the letters :

- D = Dominant, Driver
- I = Influencing, Inspiring
- S = Steady, Stable
- C = Correct, Compliant

Knowledge of the DISC System empowers you to understand yourself, family members, co-workers, and friends, in a profound way. Understanding behavioral styles helps you become a better communicator, minimize or prevent conflicts, appreciate the differences in others and positively influence those around you.

In the course of daily life, you can observe behavioral styles in action because you interact with each style, to varying degrees, everyday. As you think about your family members, friends and co-workers, you will discover different personalities unfold before your eyes.

- Do you know someone who is assertive, to the point, and wants the bottom line?

  Some people are forceful, direct, and strong-willed.

  This is the D Style

- Do you have any friends who are great communicators and friendly to everyone they meet?

  Some people are optimistic, friendly, and talkative.

  This is the I Style

- Do you have any family members who are good listeners and great team players?

  Some people are steady, patient, loyal, and practical.

  This is the S Style

- Have you ever worked with someone who enjoys gathering facts and details and is thorough in all activities?

  Some people are precise, sensitive, and analytical.

  This is the C Style



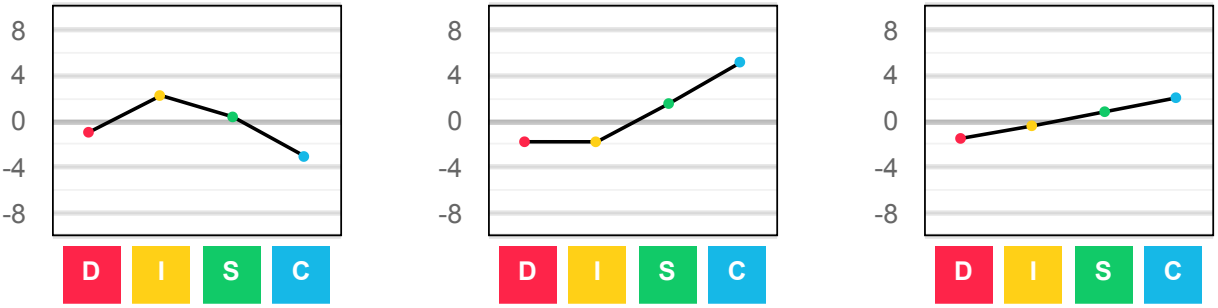
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The chart below helps put the four dimensions of behavior into perspective.

	D = Dominant	I = Influencing	S = Steady	C = Compliant
Seeks	Control	Recognition	Acceptance	Accuracy
Strengths	Administration Leadership Determination	Persuading Enthusiasm Entertaining	Listening Teamwork Follow-Through	Planning Systems Orchestration
Challenges	Impatient Insensitive Poor Listener	Lack of Detail Short Attention Span Low Follow-Through	Oversensitive Slow to Begin Dislikes Change	Perfectionist Critical Unresponsive
Dislikes	Inefficiency Indecision	Routines Complexity	Insensitivity Impatience	Disorganization Impropriety
Decisions	Decisive	Spontaneous	Conferring	Methodical

Because human personality is comprised of varying intensities of the four behavioral styles, the DISC graph helps make the personality style more visual. The DISC graph plots the intensity of each of the four styles. All points above the midline are stronger intensities, while points below the midline are lesser intensities of DISC characteristics. It is possible to look at a DISC graph and instantly know the personality and behavioral characteristics of an individual.

Below are your three DISC graphs, and a brief explanation of the differences between the graphs.



DISC graph 1 represents your "public self" (the mask)

This graph reflects how you perceive the demands of your environment and your perception of how you believe others expect you to behave.

DISC graph 2 represents your "private self" (the core)

This graph displays your instinctive response to pressure, and identifies how you are most likely to respond when stress or tension are present. This would be your instinctive reaction.

DISC graph 3 represents your "perceived self" (the mirror)

This graph displays the manner in which you perceive your typical behavior. It could be referred to as your self perception. Although at times you may be unaware of the behavior you use with other people, this graph shows your typical approach.

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Your Behavioral Style

This section of the report provides you with insight into your DISC behavioral style. This is sometimes referred to as your "personality style." It helps you better understand your preferred and predictable behavior in your environment and when you interact with others.

KNOW YOURSELF

The next page will give you a fun look into some famous people in history who share your behavioral style.

Then, you will see a description of your personal behavioral style. You will find a general explanation, along with insight into what motivates you and your preferred ideal environment. The general characteristics are a great summary of your style. You will want to pay careful attention to the sections on "motivated by" and "ideal environment." Understanding your motivation will help provide clarity on what will empower you to sustain interest and focus. Understanding your ideal environment will help you discover and align with the surroundings needed for you to bring your best work forward.

GROW YOURSELF

As you read through your style description, create a list of questions for your Maxwell DISC associate so they can add more value to you and this experience. Especially make notes on the key points found in the blue boxes.

John Maxwell says that, "Success is knowing yourself and your purpose in life, growing to reach your maximum potential, and sowing seeds that benefit others." You will want to focus effort in those particular areas to be more successful.

Here are a few Maxwell Leadership growth programs that will help you be more proactive in that journey to success.

How to Be a Real Success – Success is not a destination; it is a process. In this program, you will learn the keys you need to succeed. No matter what role you are in, you will achieve great things by understanding four very important success-building areas: Relationships, Equipping, Attitude, and Leadership.

Becoming a Person of Influence – Positively impact the lives of others! Whatever your vocation or aspiration, you can increase your impact on others by becoming a person of influence. In this program, you will learn simple and insightful ways to interact more positively with others. Your personal and organizational success will go off the charts.

Put Your Dream to the Test – What do you need to make your dreams come true? Your dream has power. It can inspire and empower you, but can it reward you? Your John Maxwell Team member will show you how to crystallize your vision and galvanize your commitment.

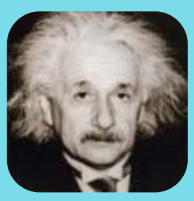
Intentional Living - Deep down, what does every person want most? To live a life that matters. We all want to feel like the time we spent on earth made a difference. How do we achieve that? John Maxwell believes the answer is intentional living. John says, "When you intentionally use your influence every day to bring about positive change in the lives of others, you achieve significance." There is a big difference between a life of good intentions and an intentional life.

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Historical Characters

Famous people who share your personality






Ludwig van Beethoven
1770-1827

German Composer

One of the worlds best known and most recognized composers, Beethovens painstaking accuracy, creativity and high standards were applied to the creation of incredible music. Taking his early training from Mozart, Hayden and other notables, he soon began to develop his own musical style. His works are intricate and detailed, his symphonies reflect the deep creative nature of the Precisionist, and even accomplished musicians find some of his pieces difficult. Even after he began to go deaf, Beethoven displayed the precise and stable nature of the Precisionist, continuing to write music. As many great musicians, he heard the music in his head before he ever put it to paper, and his determination to do a task well allowed him to create some of his greatest works even after losing his hearing.

"Music is a higher revelation than all wisdom or philosophy."

Leonardo da Vinci
1452-1519

Italian Artist and Scientist

Beginning the study of art in his early twenties, da Vinci applied the detailed and precise nature of the Precisionist to his works. He studied and practiced for almost thirty years before creating his first masterpiece, The Last Supper. His appreciation and understanding of artistic composition, along with his other studies, gave rise to efforts as both an engineer and an architect. Da Vinci worked with Michelangelo in the creation of some historical compositions, demonstrating the ability of the Precisionist to work in a team. His studies in the sciences display the precise and detailed nature of this style. Although few of his paintings have survived, several of his notebooks contain original insights in several realms of science, including biology, physiology, hydrodynamics, and aeronautics. His most celebrated painting, Mona Lisa, hangs in the Louvre.

"Iron rusts from disuse, stagnant water loses its purity and in cold weather becomes frozen; even so does inaction sap the vigors of the mind."

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Description

understanding your style

Yoonsook's style is identified by the keyword "Precisionist".

Yoonsook, as a Precisionist style, is a systematic thinker who tends to follow procedures in both personal and business life. Proceeding in an orderly, predetermined manner, Precisionists are precise and attentive to detail. They act in a highly tactful, diplomatic fashion and rarely antagonize their associates consciously. Being extremely conscientious, Yoonsook painstakingly requires accuracy in work and maintains high standards. Precisionists may tend to get bogged down in details, particularly when decisions must be made. Yoonsook desires standard operating procedures and no sudden changes.

As a Precisionist, Yoonsook likes a protected and secure environment governed by rules and regulations. A Precisionist enjoys people, but prefers a few close friends to having many acquaintances. Precisionists prefer small groups rather than large crowds. They will be correct most of the time due to how precise they are. Precisionists may be overly sensitive and perhaps do not handle critique well. They may need to develop confidence and be more independent. They tend to be somewhat concerned about what people think of them and they avoid conflict and change at all costs.

Being exact is imperative in everything Yoonsook does. Precisionists can be counted on to carry out any tasks correctly. They want exact facts and figures before they will make a decision; they feel uneasy when forced to make a quick decision. Precisionists will often keep feelings to themselves. Others may not be aware of their strong beliefs. Yoonsook will not blow up easily when pressured or stressed, but may withdraw. Yoonsook wants a steady home and work environment which promotes security. The more stable, organized and non-confrontational the environment, the happier a Precisionist will be.

Yoonsook prefers to work through problems by analyzing things that worked in the past. This is someone who is able to lead, if necessary, but usually prefers to wait and see if another person volunteers first. Yoonsook is willing to follow another person's lead if they display adequate ability and if Yoonsook has confidence in their ability.

Although socializing is not typically a primary focus, Yoonsook is one who can appreciate relationships and is comfortable being involved in social functions, without wanting to be the center of attention. Yoonsook prefers to complete tasks before socializing and is more likely to feel comfortable participating in organized activities or friendly competition.

Recognizing the value of a good relationship, Yoonsook is very patient and caring when relating to others. This is an individual who usually remains calm, relaxed and even paced, even in situations that may ruffle others. Yoonsook likes the role of a peacemaker, and when working through problems, they try to rely on successful strategies that have proven results.

Neat and orderly, others usually see Yoonsook as practical. This individual needs adequate information to make decisions, and will consider the pros and cons. Yoonsook may be sensitive to criticism and will tend to internalize emotions. Yoonsook likes to clarify expectations before undertaking new projects and will follow a logical process to gain successful results.

Careful, methodical, thinking things through
Sensitive, practical
Loyal, predictable
Disciplined, logical

General Characteristics

Recognition for loyalty and dependability
Approval of their high quality work
Orderliness and neatness
Activities to start and see through to the end

Motivated By

Practical procedures and systems
Stability and predictability
Neat and orderly
A team atmosphere

My Ideal Environment

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Communicating

with the Precisionist style

Remember, a Precisionist may want:

- Security in situations, sincere appreciation, repeated work patterns, time to adjust to change, limited territory of responsibility, identification with group, areas of specialization, clear definitions of their roles

Greatest fear:

- Being criticized, especially by a close friend or relationship

When communicating with Yoonsook, a Precisionist, DO:

- Create a favorable environment that is personal and agreeable
- Express a genuine interest in them as a person
- Provide them with clarification for tasks and answers to "how" questions
- Present ideas in a non-threatening manner, be patient with timelines as they are thorough and conscientious
- Clearly define goals, procedures and their role in the overall plan
- Explain any changes to them in advance and give them time to adjust

When communicating with Yoonsook, a Precisionist, DO NOT:

- Be pushy, overly aggressive, or demanding
- Be too confrontational or critical of their actions
- Make sweeping or sudden changes
- Expect them to make decisions without all of the facts

While analyzing information, Yoonsook, a Precisionist may:

- Be openly agreeable but inwardly unyielding
- Internalize their concerns and doubts
- Hesitate to share feedback during presentations
- Require additional information and supporting materials

Motivational Characteristics

- **Motivating Goals:** Quality results, correct procedures, security
- **Evaluates Others by:** Precise standards based on what they do
- **Influences Others by:** Attention to detail
- **Value to Team:** Conscientious, maintains standards, concerned about quality
- **Overuses:** Dependency; adherence to standard operating procedures
- **Reaction to Pressure:** Defensive, strict, slows down processes
- **Greatest Fears:** Antagonism, criticism
- **Areas for Improvement:** Increase self-confidence; don't be overly sensitive



Communicating
with the Precisionist style

Knowledge comes,
but wisdom lingers.

- Alfred Lord Tennyson

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Communicating

with the Precisionist style

Value to the group:

- Reliable, steady, loyal team worker, compliant towards authority
- Analytical with processes and procedures
- Calculated risk taker, conservative viewpoints
- Will take a task from beginning to end

Precisionists possess these positive characteristics in groups:

- Adds a sense of continuity to the team
- Participative managers who accomplish goals through personal relationships
- Make others feel like they belong
- Provide specialized skills
- Show sincerity are diplomatic and strive to keep the peace
- Can be counted upon to finish what they start, disciplined approach
- Are patient and accepting of all types of people
- Can develop and follow processes for doing tasks
- Able to control quality, thorough, and methodical
- Intuitive about people and relationships
- Able to give common sense, realistic, and practical viewpoints
- Buy into team goals when the "why's" are explained
- Dependable, steady, and loyal
- Consider all the elements of a project

Personal growth areas for Precisionists:

- Be more open to change, develop more flexibility
- Be more direct in your interactions, show more initiative in team roles
- Focus on overall goals of the team rather than specific procedures
- Deal with confrontation constructively
- Increase pace to accomplish goals
- Work at expressing your thoughts, opinions and feelings



Communicating
with the Precisionist style

You can have brilliant ideas, but if you can't get them across, your ideas won't get you anywhere.

- Lee Iacocca

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Your Communication Style

This section of your report provides you with insight into your communication style and how to better communicate and connect with others.

KNOW YOURSELF

The next two pages provide you an overview into how your unique DISC type prefers to communicate. It helps you better understand how you prefer to receive information in the form of communication. It also will help you better understand the value you bring to a group.

The pages that follow will help you better understand how you can communicate more effectively with others. More effective communication with other DISC types will help you better connect with others, since you can take into consideration their preferred way of receiving information and communication.

GROW YOURSELF

A special tool within this report is the DISC CHARACTERISTICS AND COMMUNICATION APPROACH page. This is a helpful one-page guide to identify the communication style of others and then the approach that will work best to communicate and connect with them.

Since communicating is a skill significant for connecting, collaborating, and serving alongside other people; and since you will not likely know the DISC Style of everyone you encounter; we have provided an easy-to-use behavioral traits list. While this is not an assessment, or even an in-depth look, it will provide you with some guidance on communicating with an individual in a way that would likely suit their style.

As you look through the communication section of this report and look at the one-page approach guide, identify the communication characteristics of the three people closest to you. Work with your Maxwell Leadership DISC Certified Team Member to identify a communication approach that you can begin immediately to apply to your conversations in order to enhance your communication and connection with them.

If you would like to grow deeper in understanding your communication style and that of others, along with how to better connect and communicate within your realm of influence, you may find the following tools helpful in your growth and journey to success.

Everyone Communicates, Few Connect – To be successful in every area of our lives, we need to learn to communicate in a way that connects. This is a skill you can learn and apply in your personal, professional, and family relationships. This John Maxwell book and the associated Maxwell Leadership programs can help you better develop the ability to truly connect with others when you communicate.

The Maxwell Method Communication Impact Report – Effective communication is the key to effective teamwork. This report provides leaders and their teams with the individual communication style of each team member, a way to recognize the style of others, and the five key practices to move from communication into deep connection.

The Maxwell Method Sales Impact Report – Taking 10 - 15 minutes to complete this online assessment is time well invested. Each participant will learn their unique selling style, their strengths and how to maximize them, their challenges and how to overcome them, the keys to recognizing their prospect's buying style, and the five-point strategy to improving sales with each of the four primary buying styles.

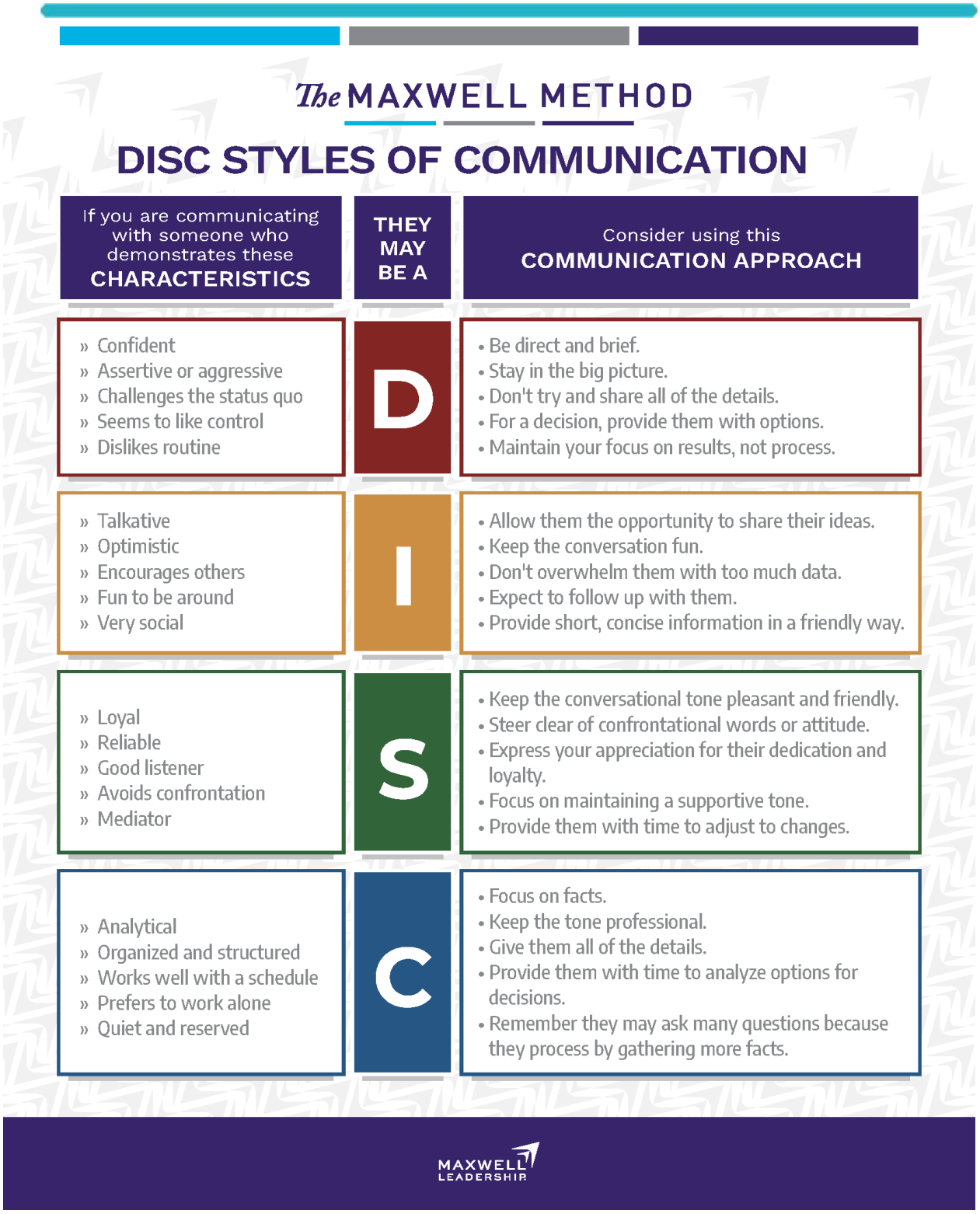
The Maxwell Method Sales Leadership Impact Report – This report is recommended for anyone who is responsible for leading, managing, and motivating sales reps. In addition to all the information contained in the Sales Impact Report, sales managers will be provided with the Sales Leadership Impact Report, which provides insight to motivate and maximize the potential of each sales professional, based on their unique selling style. They will learn the techniques and approaches (such as goal setting, motivation, and communication) to connect to the unique style of each member of their team, providing the tools to lead them to higher results.

Your Maxwell Leadership DISC Certified Specialist will assist you in accessing these growth tools.

"It's not enough just to work hard. It's not enough to do a great job. To be successful, you need to learn how to really communicate with others." John C. Maxwell

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Communicating with Others



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Communication Tips

relating to others

Your C and S plotted above the midline, your style is identified by the keyword "Precisionist".

This next section uses adjectives to describe where your DISC styles are approximately plotted on your graph. These descriptive words correlate as a rough approximation to the values of your graph.

D -- Measures how decisive, authoritative and direct you typically are. Words that may describe the intensity of your "D" are:

- ***WEIGHS PROS & CONS*** Consider both sides of an issue
- ***UNOBTRUSIVE*** Doesn't force oneself upon others without invitation
- ***CONSERVATIVE*** Tending to preserve established traditions
- ***PEACEFUL*** Not quarrelsome; disturbance free; calm, quiet

I - Measures how talkative, persuasive, and interactive you typically are. Words that may describe the intensity of your "I" are:

- ***WITHDRAWN*** Retreating within oneself; shy; reserved; abstract
- ***RETICENT*** Habitually silent or uncommunicative; reserved

S -- Measures your desire for security, peace and your ability to be a team player. Words that may describe the intensity of your "S" are:

- ***NON-DEMONSTRATIVE*** Not showing feelings openly and frankly
- ***DELIBERATE*** Careful in considering; not rash or hasty; slow; unhurried
- ***AMIABLE*** Having a pleasant disposition; friendly
- ***STABLE*** Not easily thrown off balance; steady; resisting change

C -- Measures your desire for structure, organization and details. Words that may describe the intensity of your "C" are:

- ***PERFECTIONIST*** One who wants completeness, flawlessness; accuracy
- ***ACCURATE*** Careful and exact; free from errors
- ***FACT-FINDER*** A searcher for truth; reality
- ***DIPLOMATIC*** Tactful
- ***SYSTEMATIC*** According to a system; orderly



Communication Tips
relating to others

The only way to change is by changing your understanding.

- Anthony De Mello

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Communication Tips

how you communicate with others

How You Communicate with Others

Please return to the "Communicating" section of this report and review the communicating "DO" and "DO NOT" sections for your specific style. Reviewing your own communication preferences can be an eye-opening experience or simply confirmation for what you already know to be true. Either way, you have your communication characteristics in writing. This information is powerful when shared between colleagues, friends, and family. Others may now realize that some approaches do not work for your style, while other ones are received well by you. Equally important is that you now see that THE WAY YOU SAY SOMETHING can be as important as WHAT IS SAID. Unfortunately, we all have a tendency to communicate in the manner that we like to hear something, instead of the method another person prefers.

Your style is predominately a "C" style, which means that you prefer receiving information that gives you enough details to make an informed decision. But, when transferring that same information to a client or co-worker, you may need to translate that into giving them just the end results, or even telling them in a manner that is more experiential and less detail oriented. More detail may not necessarily be better when communicating to some other personality styles.

This next section of the report deals with how your style communicates with the other three dominant styles. Certain styles have a natural tendency to communicate well, while certain other styles seem to be speaking different languages all together. Since you are already adept at speaking your "native" language, we will examine how to best communicate and relate to the other three dominant languages people will be using.

This next section is particularly useful for a dominant "C" style as you may have the tendency to give many facts and details, while others are making decisions based more on their "gut" reaction, or on one or two of the most important details.

The Compatibility of Your Behavioral Style

A "C" and a "D" must be careful not become too detail oriented or too demanding, respectively. However, a "C" provides the detail attention the "D" needs, but must remember to answer based on what the end result will be rather than talk about the process.

The "C" and the "I" work well together as their strengths tend to complement one another. In relationships there can sometimes be conflicts as the "C" is more detail oriented and has less of a need to be constantly involved in new or changing social environments.

The "C" and the "S" complement each other and work well together, as each style prefers to work at a pace that provides for accuracy. Also, both styles like to work on something together until completion, while the "I" and the "D" have a tendency to multitask rather than focus on one area until completion.

Two "C"s work well together and also are compatible socially as both will want to make decisions and choices based on careful selection.



Communicating
with others

Speech is the mirror of the soul; as a man speaks, so is he.

- Publilius Syros

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Communication Tips

compatibility of your behavioral style

How the "C" Can Enhance Interaction with Each Style

C with D

C's tend to view high D's as argumentative, dictatorial, arrogant, pushy and impetuous. Your tendency will be to become defensive, and refer to an external authority to deflect the D's demands. If you are not careful, there will be tension in the relationship. You'll focus on details while the D sees only the "big picture".

Relationship Tip: Develop direct communication and learn to deal with issues in a straightforward manner. Negotiate commitments and goals on an equal basis. Use summary data in communication.

C with I

You will tend to view the high I as egotistical, superficial, overly optimistic, glib, overly self-assured and inattentive. You may view I's as overbearing, and appeal to external authority to deflect their demands, too. You'll tend to point out possible dangers and problems; and will insist on providing facts and details; but don't overwhelm the I with data.

Relationship Tip: Be friendly and complimentary, I's truly desire relationships and are not as superficial as you believe them to be. Listen to their ideas and applaud their accomplishments.

C with S

C's will tend to view S's as impassive, apathetic, too accepting, lenient, possessive, complacent and nonchalant. You will agree with S's on the importance of cooperation and the need for caution in the face of risk, especially when making decisions; but you'll likely feel that the S is not precise enough.

Relationship Tip: S's appreciate a relaxed, slowly developing relationship, but they will focus more on the personal aspects than you will. Allow yourself to appreciate personal details. Also, show appreciation for tasks that are well done by praising *them*, not the accomplishment.

C with C

You will most likely view other C's as perfectionists who are accurate, thorough, systematic and agreeable. Since you both favor attention to detail, you will work well together. When working with another C, you will each tend to cooperate and develop extensive control systems for projects. high C's often allow their concern for being correct override their concern for meeting deadlines; and two C's will frequently compete to see who is "more correct".

Relationship Tip: Be natural and go at a slow pace; talk about facts and details. Be certain to remove any apparent threats to your relationship. Plan carefully and be well prepared for meetings with one another. Accept and encourage one another's doubts and questions. Be certain that you give each other ample time to consider data before asking for decisions.



Enhance
Communication

Communication works for those who work at it.

- John Powell

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Communication

worksheet

Communication Tips Worksheet

Changes in your graphs indicate your coping methods. The human personality is profoundly influenced by changes in our environment. Typically, people change significantly from graph one to graph two as a result of stressors or environmental changes. Recognizing the differences or changes between these two graphs helps us understand our instinctive coping mechanism, and indicates how to better adapt in the future.

Instructions: Each of your graphs illuminates different aspects of your personality. A closer look at those changes reveals valuable insights. Please refer to both graphs (if necessary, reference data throughout your profile). Compare the D, I, S, and C points on graphs one and two. Finally, read the analysis of your answers, and consider how your environment affects your decisions, motivations, actions and verbal messages.

D Changes:

Compare graphs 1 and 2. When you look at graph 2, is your "D" higher or lower than the "D" in graph 1? Consider how high or low the letter moves. A higher value indicates someone who desires more control in stressful situations. If the D goes up considerably, you can become very controlling when you become stressed. A lower value indicates someone who desires less control in stressful situations. If the D goes down considerably, you may want someone else to lead you and you will follow.

I Changes:

Compare graphs 1 and 2. When you look at graph 2, is your "I" higher or lower than the "I" in graph 1? Consider how high or low the letter moves. A higher value indicates someone who desires more social influence in stressful situations. If the I goes up considerably, you may try to use your communication skills to smooth things out. A lower value indicates someone who desires less social influence in stressful situations. If the I goes down considerably, you rely less on verbal means to come to a resolution.

S Changes:

Compare graphs 1 and 2. When you look at graph 2, is your "S" higher or lower than the "S" in graph 1? Consider how high or low the letter moves. A higher value indicates someone who desires a more secure environment in stressful situations. If the S goes up considerably, you may tend to avoid any conflict and wait until a more favorable environment is available before making any changes. A lower value indicates someone who desires a less secure environment in stressful situations. If the S goes down considerably, you become more impulsive in your decision-making.

C Changes:

Compare graphs 1 and 2. When you look at graph 2, is your "C" higher or lower than the "C" in graph 1? Consider how high or low the letter moves. A higher value indicates someone who desires more information before making a decision in stressful situations. If the C goes up considerably, you will probably not want to make a decision until you have significantly more information. A lower value indicates someone who desires less information before making decisions in stressful situations. If the C goes down considerably, you may make decisions based more on gut feelings.

Which one of your points makes the most dramatic move up or down? What does that tell you about how you react to pressure?

How could your coping method help or hinder you in making decisions? How can you use this information to help you see possible blind spots in your reaction to pressure?

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Your Strengths Style

On the next page, you will see the PowerDISC, displaying your natural gifts in leading outcomes.

KNOW YOURSELF

John Maxwell says that "leadership is influence." Part of influence has to do with the way we affect outcomes. Our strengths are what we are uniquely wired with that help us influence others and shape the outcomes of our environment and our work. When we understand our strengths, we better understand the power of our influence. When we grow our strengths, we increase the level of our influence, have a more intentional effect on outcomes, and add to the greatness of our work.

The next page of this report shows the intensity level of your various strengths. It will help you better understand your primary strengths and how they present themselves in your life and work.

As you review your PowerDISC, be aware that, when working in your strength areas (because of a more natural giftedness), you are able to deliver a greater result with very little additional effort. The key is to simply lean into your areas of strength. Also, be aware that we grow best in our strengths when we collaborate with others in their strengths.

GROW YOURSELF

One question that often arises is whether we should strive to be gifted in each area. The answer is, only if you are naturally gifted at or above the mid-line in each area. You may find that you are wired with many strengths, with most aligning closely to the mid-line. Or, you may find that you have two or three key strengths that are above the mid-line. Neither is better than the other. The winning strategy is to recognize your strengths and fully leverage them.

Your Maxwell Leadership DISC Certified Team Member can help you better understand how to focus on your strengths, grow them, and leverage them in a more effective manner. As you look through your PowerDISC page, note your three top strengths. Then, identify three ways you could better leverage those strengths and three ways you can immediately begin to grow those strengths.

A powerful tool to help you approach growth in building your strengths and expanding your influence is John Maxwell's book, The 15 Invaluable Laws of Growth. It will help you move from unfulfilled potential into your true potential, using 15 tried and true principles of growth. Your Maxwell DISC associate can work with you in a group or one-on-one setting in applying these laws to increase your effectiveness and fulfillment.

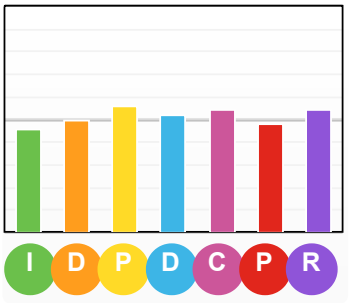
If growth in your ability to lead yourself and others is important to you, then our Developing The Leader Within You 2.0 program will help you grow in ten key leadership characteristics.

Another Maxwell tool that you may find effective in helping you be more informed and strategic in your strengths-based growth is the Maxwell Method Growth Impact Report. Your Maxwell Leadership Certified Team Member can help you access this assessment and connect you to an individualized debrief in understanding the report results and developing an individualized growth plan.

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PowerDISC™

your strengths in leadership



INFLUENCING -

Good: Leading and influencing others is something that comes easier for others, but you are willing and able to step up to that role when no one else volunteers. You have a balance between following and leading, and are comfortable in either arena.

DIRECTING -

Good: You probably put people ahead of tasks; but when you start falling behind, you get moving and take care of what is at hand. You may wait till the last minute, but you usually pick up the pace and meet the deadlines that are necessary for success.

PROCESSING -

Above Average: Hands on and following through, you inspire others to be as conscientious as you are. You are the type that others rely on to make the team look good because of your work ethic and follow through. You may have a hard time delegating at times, but you are able to do so when necessary. Others see you as loyal and caring, a real team player.

DETAILING -

Above Average: You have an ability to logically look at a situation and rearrange things for a more efficient operation. You pay attention to even the smallest details and put the finishing touches on projects. Your surroundings are neat and efficient and you appreciate when others follow suit.

CREATING -

Above Average: You like to use your creativity to perfect basic concepts that other team members develop. You can oversee and help keep accountability in areas that others may compromise.

PERSISTING -

Good: You are a strong, steady worker who wants to do quality work. Sometimes you may begin to look at other alternatives to completing a project when the going starts getting rough. Remember not to quit nor lose focus on what you have started.

RELATING -

Above Average: You value relationships and know what it takes to nurture them. You go out of your way to make new team members feel welcome and want to be included.

Developing excellent communication skills is absolutely essential to effective leadership. The leader must be able to share knowledge and ideas to transmit a sense of urgency and enthusiasm to others. If a leader can't get a message across clearly and motivate others to act on it, then having a message doesn't even matter.

- Gilbert Amelio

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Your Work Style

While our DISC behavioral characteristics show up in every area of our lives, they can sometimes display themselves more prominently in the workplace. This section of the report will help you better understand how your DISC style presents itself in the work environment.

KNOW YOURSELF

The following page of the report provides you with a description of the characteristics of your DISC style when seen in the workplace environment. It includes a general description, along with specific characteristics of how it may appear to others in the work environment. Additionally, as we seek to contribute our best work, collaborate with others, and connect in a way that adds value, our workplace style characteristics list displays for other people how they can rely on us.

Take note that the report provides you some specific and helpful insight into how your style presents itself in various positions in business - as a leader, manager and team member.

GROW YOURSELF

The “Tips for Your Professional Style” page will be helpful as you seek to bring your best to the work you do. As you read through it, please note that it is not meant as a criticism, but as a pathway to personal growth and a guide to increasing your ability to communicate and collaborate in your professional circles.

Identify three to five of these tips that you can discuss with your Maxwell Leadership DISC Associate and begin to implement immediately in your workplace as intentional growth steps.

A Maxwell Leadership resource that you will find most helpful in developing your work and career success is John’s book, Leadership Gold. It includes leadership lessons from a lifetime of John C. Maxwell’s experience. Throughout these lessons, you will encounter John’s passionate belief in the value of leadership, and you will benefit from his unique insight into such lessons as, "How to Get in the Zone and Stay There", "The Secret to Leading a Good Meeting", and so much more. Your Maxwell Leadership DISC Associate can provide you with interactive programs available to help you better understand and apply these lessons. If you are responsible for developing and leading others in the workplace, your Maxwell Leadership DISC Associate can also help bring this program to the workplace.

An additional tool that many find helpful as a next step in their individual workplace growth and development is the Maxwell Method of Career Impact Report. This tool can help you better identify the career areas in which you would best flourish, based on your DISC style.

"Winning teams have players that make things happen." John C. Maxwell

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Workplace

your professional style

You will see C style people hard at work in the workplace. They work diligently because work is task-oriented and C styles are the most task-oriented of all the DISC styles. In the workplace, C styles are reserved, quiet, conscientious individuals who take their work seriously and often become experts in their professions because of their self discipline and high standards.

High C styles may be modest, but they are also extremely complex, extraordinary individuals whose minds are always busy. They will be found creating, developing, solving, researching, analyzing, and synthesizing. Their patient nature gives them the perseverance for trial and error investigation and meticulous attention to detail. Level-headed, logical and conscientious, C style workers gravitate towards the following field subjects: technical, engineering, statistical, research, aesthetic, creative and conceptual. Organizations rely upon their ability for quality control, number crunching and understanding organizational data. Many C style individuals develop specialized skills that co-workers appreciate and admire.

Since C styles don't have a high need for relationship building in the workplace, they are able to work independently and can be very self-sufficient. Their independence comes from an emphasis on their internal logical strength - drawing upon the resources they have cultivated within. Whatever the task, the C style will be exacting and following through with quality. They would rather not undertake a task at all than leave a task unfinished or done poorly.

C style managers maintain high standards for themselves and others. They measure the performance of others by their ability to complete tasks and responsibilities important to the C manager. Whatever they put their signature on must reflect excellence. Because they want to avoid criticism, they will do what is necessary to handle the details.

As team members, Cs are valuable in quality control and testing functions. Before a project is completed, it must meet a C's exacting standards. Cs also contribute in conceptual, planning, organizing, and record-keeping capacities.

Often other more-relational workplace styles view C styles as unemotional, detached or withdrawn. This may not always be the case once you get to know them. To others, C styles appear to have a quiet self confidence due to their self reliance. Quick decision making is not a strength of the C style. They require extensive time to collect information before deciding. Their need to be correct and minimize their risk often shades their choices. The greatest limitation of the C style in the workplace is their critical, picky, often perfectionistic nature. In the right profession, this limitation could also be a strength.

Compliant Workplace Style Characteristics:

1. Has a task-oriented communication style with associates
2. Self-disciplined in their work pursuits
3. Over analyzes the solutions to their work-related problems
4. Tends to avoid risks taking the conservative approach
5. Expects others to do things "the right way"
6. Desires to be hands-on and consistently involved in work-related processes
7. Researches and gathers the facts in all work areas
8. Reserved around associates and team members; may not appear "warm" or approachable
9. Afraid to take bold leadership roles and would prefer someone else to take the risk
10. Highly intuitive thinkers
11. Maintains high standards for themselves and others
12. Very dependable and loyal team member
13. Independent, self-reliant worker

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Workplace

tips for your professional style

Tips for High C Personality Styles in the Workplace

Tips for self-growth and to enhance communication in the workplace:

C's maintain high standards for themselves and others.	Many times a critical or perfectionist nature is a blind spot. **Practice flexibility and understand that your co-workers' styles may not be well-disciplined, conscientious and thorough. Try appreciating their strengths and accepting their differences. Their mistakes will make them better in the long run.**
C's are reserved and conservative.	Reserved and conservative associates work well with other reserved and conservative associates, but more aggressive styles can cause trauma for the C style. **Don't be too timid or passive when the situation calls for bold decisions or conviction. Establish that you are confident with more aggressive personalities, they will respect this in you.**
C's are slow to make decisions while they analyze and gather facts.	Many times the workplace calls for quick, on the spot decisions without knowing all of the facts. Some C styles have "analysis paralysis". They take too much time deciding upon the "right" thing or making the "correct" move and then it's too late. **Rely on your intuition and go with your first thoughts when time is limited.**
C's are very task oriented.	Since C's are very task oriented and highly skilled at tasks, communication is often facilitated through research, analysis, or solving complex problems for others. Other more-relational styles may not realize this is how you communicate. **Remember to show warmth, positive body language and openness when communicating with high I and S styles.**
C's don't like to make mistakes, are self-critical, and desire to follow the letter of the law.	C styles can be very self-critical. Often, they take policies, procedures or rules as literal "absolutes". In other words, they "major" on the "minors" in life. **Try to be more forgiving of policy adherence and more concerned about the big picture. Be more flexible and not so hard on yourself. Remember that mistakes are good and help build essential skills as well as character.**
C's prefer to work independently and are very self-reliant.	Because C styles are so self sufficient, they have difficulty collaborating and partnering with others of different styles. Cs may also find it difficult to delegate tasks to others because they don't want to put the quality control in other hands. **Remember to collaborate and delegate more.**
C's are very objective thinkers.	High C style individuals should practice empathy by trying to see things from other individuals' perspectives. It is often difficult for C styles to see the gray areas since they are often assessing situations based upon the extent of it either being good or bad, right or wrong. Many times subtle relational issues are lost in this type of objectivity.

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Application Guide

John Maxwell says, "Experience is not the best teacher. Evaluated experience is the best teacher." Just because you experience something doesn't mean you have learned something from the experience. True learning comes from the intentional evaluation and contemplation of the experience. This report has helped you experience a better understanding of yourself, your behavioral style, your communication style, your strength style, and your work style.

The Maxwell Leadership DISC Style utilizes a graph system to analyze and document the responses you provided in your online assessment. Those graphs and corresponding data are contained on the following pages. They are part of this report in order to provide you with a more in-depth look at your design. These graphs and data can provide you with a deeper awareness of your design and how it presents itself. This information can help you do the reflective work needed to apply the new awareness and knowledge that you have about yourself. We recommend that you reach out to, and enlist the help of, your Maxwell Leadership DISC associate for maximum understanding, awareness, application, and growth. This coaching relationship and individualized approach will move your experience from simply being a report, to becoming a life-altering awareness and application process to build your influence and expand the impact you wish to make in the world.

You are now in a unique position to see significant growth because of this process. And, like any other area of growth, it requires action. By evaluating how you can apply what you have learned, along with developing a few key action steps, you can enhance the value you receive from this report. The next page will aid you in beginning that process.

On the next page, work through the 6 questions designed to help you evaluate and apply what you have gleaned from this report.

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Application Guide Continued...

Here are a few questions you can ask yourself in order to begin applying what you have learned.

1. What are the three most profound things I have learned about myself?

2. What are three key things I knew about myself that this report reinforced?

3. What are three key things I learned about communicating and connecting with others?

4. What are my three greatest strengths and how do they present themselves?

5. What are the three biggest ways I bring value to my workplace based on my DISC style?

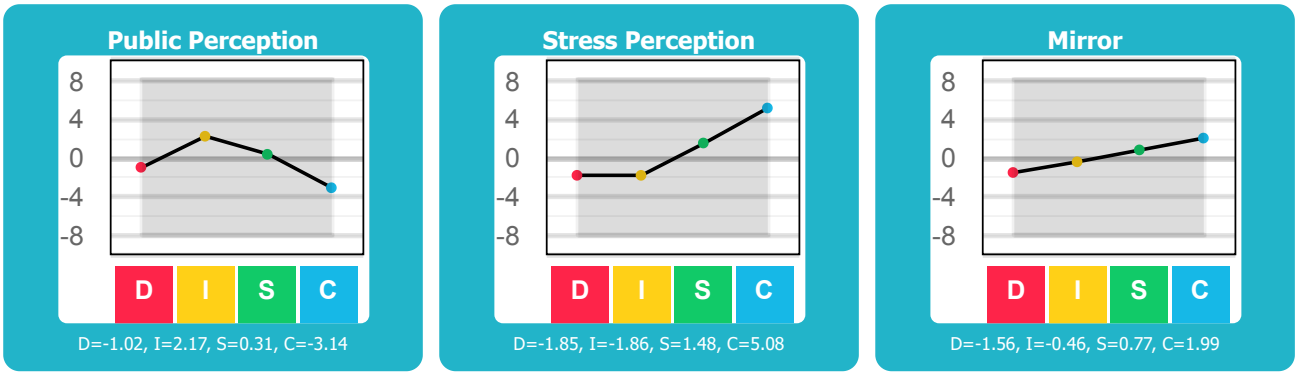
6. What are three key things I can do to grow myself based on the insights from this report?

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Scoring Data

graph page

Personality Style Graphs



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Graphs Explanation Page

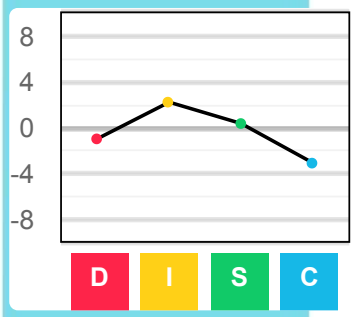
Each of the three graphs reveals a different snapshot of behavior, depending on the conditions of the environment. Within a given environment, Graph 1 reveals the "Public Self;" Graph 2 displays the "Private Self;" and Graph 3 portrays the "Perceived Self."

These three graphs or snapshots are defined in detail below.

Graph 1 -
Mask, Public Self

Behavior Expected By Others

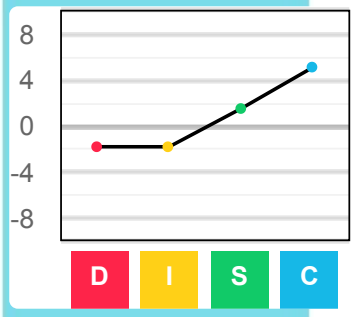
Everyone acts according to how they think other people expect them to act. This behavior is the public self, the person projected to others. Sometimes, there is no difference between the true person and their public self. However, the public self can be very different from the "real" person; it is a mask. Graph 1 is generated by the "Most" choices on The Personality System, and has the greatest potential for change.



Graph 2 -
Core, Private Self

Instinctive Response To Pressure

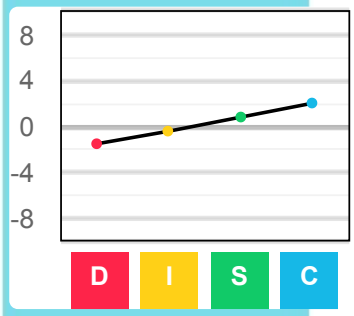
Everyone has learned responses from the past: consequently, these are behaviors which the person accepts about him/herself. Under pressure or tension, these learned behaviors become prominent. This is the graph which is the least likely to change because these are natural and ingrained responses. A person's behavior under pressure may be drastically different than his/her behavior in Graphs 1 and 3. Graph 2 is generated by the "Least" choices on The Personality System, and has the lowest potential for change.



Graph 3 -
Mirror, Perceived Self

Self Image, Self Identity

Everyone envisions him/her self in a particular way. Graph 3 displays the mental picture that one has of him/her self, the self image or self identity. Graph 3 combines the learned responses from one's past with the current expected behavior from the environment. Change in one's perception can occur, but it is usually gradual and based on the changing demands of one's environment. Graph 3 is generated by the difference between Graph 1 and Graph 2.



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Graphs Explanation Page

Continued

Different Graphs Indicate Change or Transition

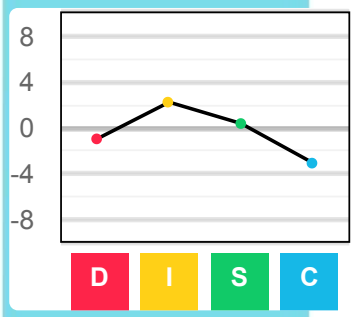
- If Graph 1 is different than Graph 2, the demands of the environment are forcing behavior that is not congruent with the core, or instinctive behavior. In such a situation, a person trying to modify his/her behavior to meet the demands of the environment will most likely experience stress.
- If Graph 1 is different than Graph 2, but similar to Graph 3, the individual has been able to successfully alter his/her behavior to meet the demands of the environment without altering his/her core. This individual is probably fairly comfortable with the behavior shown in Graph 3 (Perceived Self), and is probably not experiencing stress.
- If Graph 1 is different than Graph 3, an individual may be in a period of growth (and some discomfort) while he/she attempts to alter behavior to meet the demands of a new environment. A person's behavior may fluctuate during this period of adjustment.

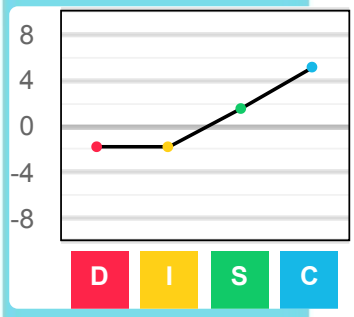
Similar Graphs Indicate Few Demands For Change

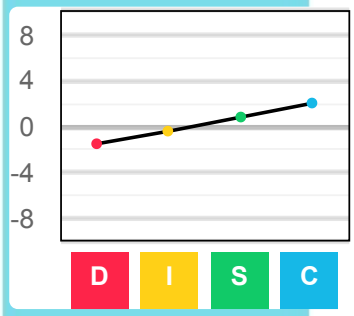
An individual who perceives the current demands of the environment (Graph 1) to be similar to his/her past (Graph 2) will have little need to change his/her self-perception (Graph 3). This may be due to any of the following factors:

- The behavior demanded by the present environment is similar to demands in the past.
- This individual controls what others demand of him/her.
- The behavior demanded by the present environment is different than demands in the past. However, instead of altering behavior, this person has chosen to augment style. To accomplish augmentation, this individual has surrounded him/herself with people of complimentary styles, thus creating a team with combined strengths.

Your keyword style of Precisionist CS(CS) and the contents of this report are derived from Graph 3.







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Detailed Keyword Analysis: Your Personal Image

When completing your profile, you answered the questions according to a particular setting, for example 'Home' or 'Work'. This is because people tend to display different aspects of their personality in different settings. You are typically not the same at work as you are at home or in a social setting. A significant benefit of this report is its ability to measure how others will tend to perceive you and your behavior in various settings.

In the setting for which you answered the questions, others will tend to perceive you as having certain characteristics. Their perception of these characteristics will change depending on the amount of pressure you experience in any given situation. This is an area where each individual tends to have significant “blind spots”. We often don't realize how we're perceived by others when we are under pressure.

The following keywords describe specific values of your DISC scores for two of the three graphs. An analysis has been generated for Graph 2 (personality under stress) and graph 3 (personality in general). The following keywords represent characteristics typically displayed by similar graphs.

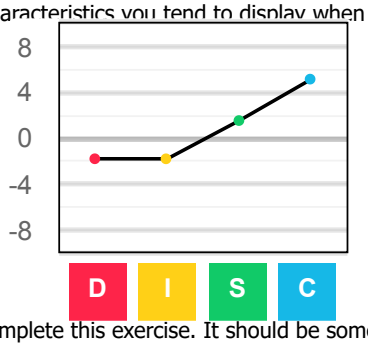
The DISC descriptive keywords generated from an analysis of each graph have been divided into two lists. The first list, generated from Graph 2, is under the heading “How I Respond to Pressure”. It shows your typical response to pressure. The second list, generated from Graph 3, is under the heading “How I See Myself”. Unless your two graphs are completely different, you should expect to see some repetition of items in each list. However, you should be aware that the dominant traits are listed first; therefore the placement of each keyword demonstrates its significance. You should particularly note keywords that are repeated in both lists. Notice whether repeated keywords moved higher or lower from list to list.

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Keyword Exercise Part 1

HOW I RESPOND TO PRESSURE

The following descriptive keywords were generated from an analysis of Graph 2. These keywords describe the specific value of your DISC scores providing a representation of the characteristics you tend to display when you are responding to pressure.



Instructions: Please ask someone to help you complete this exercise. It should be someone who knows you well in the particular setting for which you answered the questions on your profile. Ask him/her to check the boxes next to the keywords that he/she perceives describe you during a time when you were under significant pressure. Please ask him/her to leave blank keywords that do not describe you during a pressure-filled time. Consider the impact these characteristics may have on your relationships. These may be areas for you to consider as being significant to your self-image.

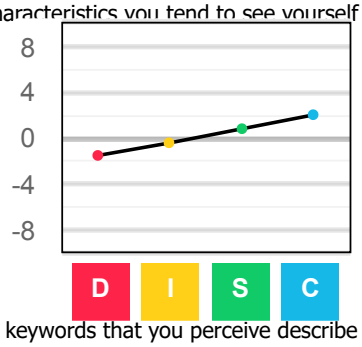
- [ ] CONVENTIONAL Sanctioned by, or following custom of usage
- [ ] DIPLOMATIC Tactful
- [ ] SYSTEMATIC According to a system; orderly
- [ ] AMIABLE Having a pleasant disposition; friendly
- [ ] DELIBERATE Careful in considering; not rash or hasty; slow; unhurried
- [ ] STABLE Not easily thrown off balance; enduring; steady; resisting change
- [ ] CALCULATED RISK-TAKER Action determined by reasoning the risk
- [ ] SELF-EFFACING Making oneself inconspicuous
- [ ] UNASSUMING Not pretentious or forward; modest; retiring
- [ ] CONVINCING Persuading by argument of evidence
- [ ] DISCERNING Able to make or see fine distinctions
- [ ] OBSERVING Perceptive; watches over and guards

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Keyword Exercise Part 2

HOW I TEND TO SEE MYSELF

The following descriptive keywords were generated from an analysis of Graph 3. These keywords describe the specific value of your DISC scores providing a representation of the characteristics you tend to see yourself displaying (your self-image).



Instructions: Please check the boxes next to the keywords that you perceive describe you in general. Please leave blank keywords that do not describe your everyday characteristics. Consider the impact these characteristics may have on your relationships. Are there any keywords that come up in both part one and part two of this exercise? If so, these may be areas for you to consider as being significant to your self-image.

- [ ] ANALYTICAL Dissecting a whole into its parts to discover their nature
- [ ] MATURE Fully grown, developed
- [ ] SENSITIVE Easily hurt; highly responsive intellectually and emotionally
- [ ] AMIABLE Having a pleasant disposition; friendly
- [ ] DELIBERATE Careful in considering; not rash or hasty; slow; unhurried
- [ ] STABLE Not easily thrown off balance; enduring; steady; resisting change
- [ ] CONVINCING Persuading by argument of evidence
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Action Plan

Improving Your Interpersonal Skills

Yoonsook's Action Plan

This worksheet is a tool to enable effective communication between you and others with whom you interact on a regular basis. The goal is to help you maximize your strengths and minimize the effects of potential limitations. It addresses work-related and general characteristics that are common to your style as a whole, and is not derived directly from your graphs.

This section gives you an opportunity to sit down with a co-worker, employer, friend, spouse, etc., and assess your personality style, getting feedback from someone who knows you well. Although doing so is beneficial, it is not required to have anyone else present while completing this section. If you choose to get feedback from another, you may print the report and do so that way.

Instructions:

Step 1: The items listed below are areas to reflect upon between you and your closest contacts. After printing out this report, give this page to another person who knows you well (associate, team member, teacher, family member, friend) and ask them to read each item. They should consider whether or not they perceive the item to describe your traits. Then, check either Yes (+) or No (-) beside each item. Open dialogue is encouraged and any blind spots (areas of your personality that you are blind to) should be discussed. Since communication is a two way street, it is recommended that two people complete one another's worksheets.

Competent and steady	Y N	Peaceful and diplomatic	Y N
Needs additional self motivation	Y N	Good administrative ability	Y N
Difficulty starting tasks	Y N	Avoids conflicts/confrontation	Y N
Sometimes careless or inefficient	Y N	Good under pressure	Y N
Discourages others ideas	Y N	Finds the easy way	Y N
Punctual/schedule aware	Y N	Overlooks others' feelings	Y N
Preoccupied with imperfections in self/others	Y N	Persistent and thorough	Y N
		Hesitant to start projects	Y N
Orderly and organized	Y N	Excessive planning time	Y N
Prefers analysis to work	Y N	Sees the problems/finds solutions	Y N
Creative and resourceful	Y N		



Action Plan
Improving Your Interpersonal Skills

A man is but a product of his thoughts. What he thinks, he becomes.

- Mahatma Gandhi

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Action Plan

Continued

Step 2: Now, select the three items that would benefit the most from focused attention. Discuss and determine specific outcomes and a reasonable time frame for their achievement. Write the details in the spaces provided, along with notes helpful to achieving specific outcomes. Set a date 60-90 days from now for a discussion with your contact to review your progress. The person who works with you on this is important to your growth and should help you stay accountable to your plan.

1. The first item upon which I will focus:
    - Review Date:
    - Specific actions I will take on this item in the next 60 to 90 days:
    - Specifics to address
2. The second item upon which I will focus:
    - Review Date:
    - Specific actions I will take on this item in the next 60 to 90 days:
    - Specifics to address
3. The third item upon which I will focus:
    - Review Date:
    - Specific actions I will take on this item in the next 60 to 90 days:
    - Specifics to address



Action Plan
Improving Your Interpersonal Skills

We continue to shape our personality all our life. If we know ourself perfectly, we should die.

- Albert Camus

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Your Next Step

John Maxwell says, “Growth doesn’t just happen. You must be intentional about your growth. Growth is the only way to ensure that tomorrow is better than today.” He calls this, the "Law of Intentionality." Your next step is to GROW!

When you grow intentionally, you maximize the best in yourself. Maximizing the best in yourself provides you with a feeling of fulfillment and positions you for greater success. In your report, you have gained powerful insight. Applying that new knowledge will make the difference. This will require an intentional and proactive step on your part. While you must be the one to take the first step, you do not have to do it alone. Your Maxwell Leadership DISC Certified Team Member will help you take this new information and apply it in many areas of your life and career. They have access to important leadership, personal growth and communication strategies that will add value to you, both personally and professionally.

Here are a few next steps to help you become intentional in the application of what you have learned and use it in your growth:

1. Have your spouse, family members, team members, or employees take this report. Then you can become aware of their styles and work to develop better relationships, connections, and work settings.
2. Develop and work on a personal growth plan based on what you have gleaned in this report.
3. Schedule a Discovery Session with your Maxwell Leadership DISC associate to discuss how they can help you visualize, create, realize, and lead from your unique position of strength and through your unique style.
4. Involve yourself in a mastermind group to continue your growth in an intentional way.
5. Access the other world-class Maxwell Leadership resources recommended in this report as tools to help you move into your highest potential, both personally and professionally. Your Maxwell Leadership DISC Certified Team Member can provide you information on these programs.

You are going to benefit from this experience and your quest to become a better you. The world is going to be a better place because of a better you.

Your Maxwell Leadership DISC Certified Team Member can support you with programs to help you to move into your highest potential, both personally and professionally. They have developed the skill set to work with you one-on-one and in group settings, to help you visualize, create, and lead from your unique position of strength.

"You have to know who you are to grow to your potential." John C. Maxwell

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