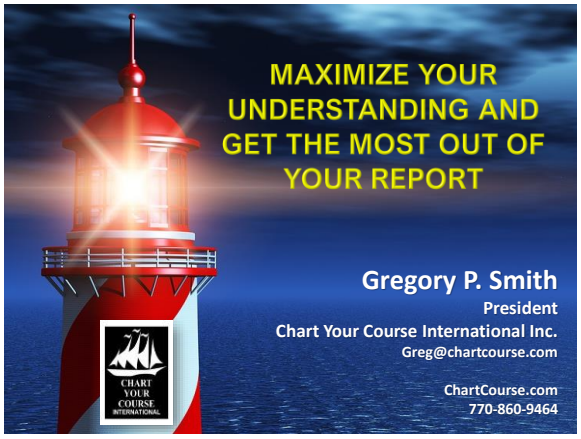
MAXIMIZE YOUR UNDERSTANDING AND GET THE MOST OUT OF YOUR REPORT
Gregory P. Smith
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770-860-9464
CHART YOUR COURSE INTERNATIONAL

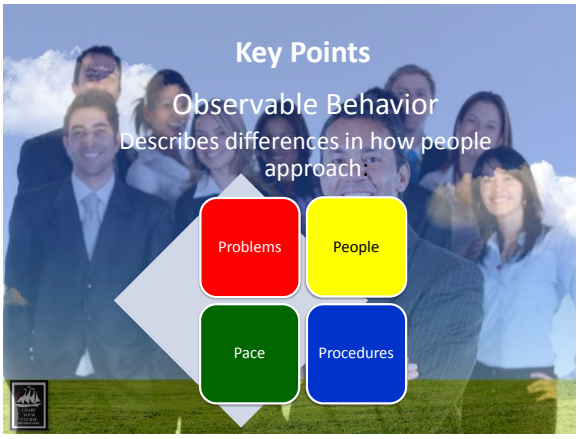
1

Before We Begin
• Handouts
• Recording
• Q/A
• DISC reports
• Certification discount $200

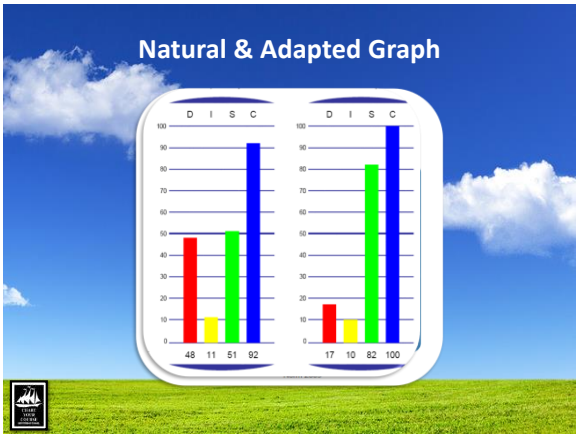
2

Objectives - Agenda
Deepen Your Understanding of the DISC Report
Understand the Differences Between the Natural & Adapted Graphs
The 12 Behavioral Hierarchies
Intensity

3


Key Points
Observable Behavior
Describes differences in how people approach:
Problems
People
Pace
Procedures

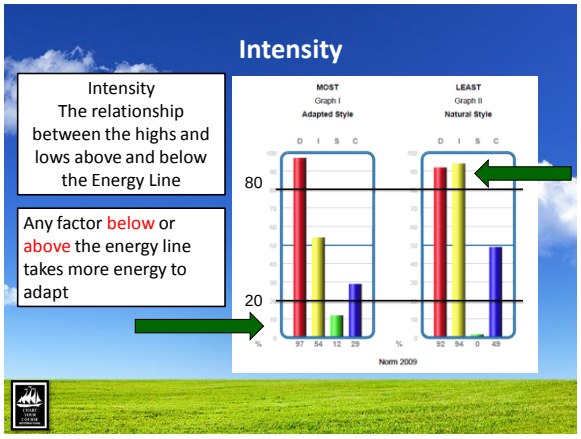
4


Natural & Adapted Graph
D I S C
48 11 51 92
17 10 82 100

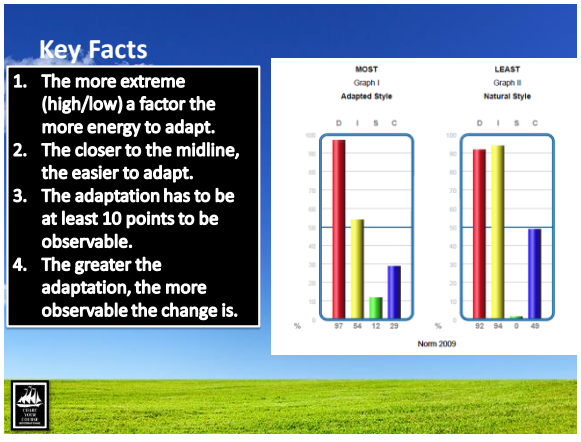
5

Dominance
Influencing
Steadiness
Compliance
Adapted Style
Graph I
Natural Style
Graph II

6


Intensity
Intensity
The relationship between the highs and lows above and below the Energy Line
Any factor below or above the energy line takes more energy to adapt
MOST
Graph I
Adapted Style
LEAST
Graph II
Natural Style
D I S C
80
20
97 54 12 29
92 94 0 49
Norm 2009

7


Key Facts
1. The more extreme (high/low) a factor the more energy to adapt.
2. The closer to the midline, the easier to adapt.
3. The adaptation has to be at least 10 points to be observable.
4. The greater the adaptation, the more observable the change is.
MOST
Graph I
Adapted Style
LEAST
Graph II
Natural Style
D I S C
97 54 12 29
92 94 0 49
Norm 2009

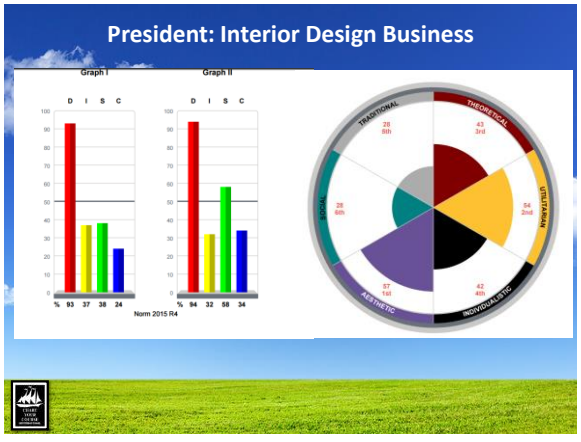
8

Adapted Style
Graph I
Natural Style
Graph II
D I S C
% 28 64 74 41
% 28 66 74 41
Norm 2012 R4

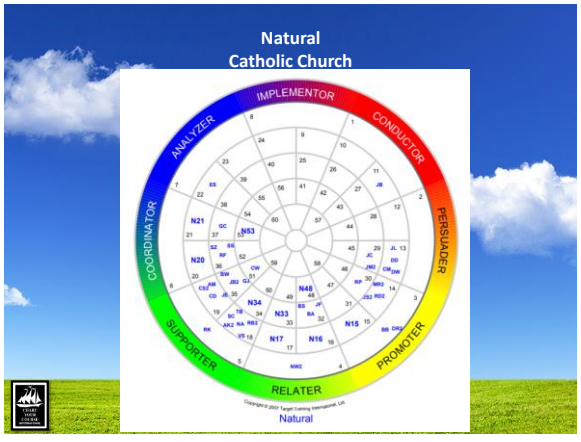
9

What Challenges Could This Person Have?
Adapted Style
Graph I
Natural Style
Graph II
D I S C
% 18 2 86 92
% 18 7 92 93
Norm 2015 R4
Post your answers

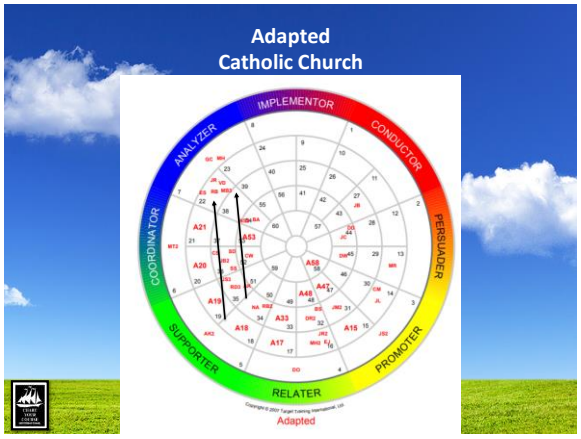
10


President: Interior Design Business
Graph I
Graph II
D I S C
% 93 37 38 24
% 94 32 58 34
Norm 2015 R4
TRADITIONAL
THEORETICAL
UTILITARIAN
SOCIAL
AESTHETIC
INDIVIDUALISTIC

11


Natural
Catholic Church
IMPLEMENTOR
CONDUCTOR
PERSUADER
PROMOTER
RELATER
SUPPORTER
COORDINATOR
ANALYZER
Natural

12


Adapted
Catholic Church
IMPLEMENTOR
CONDUCTOR
PERSUADER
PROMOTER
RELATER
SUPPORTER
COORDINATOR
ANALYZER
Adapted

13

TTI SUCCESS INSIGHTS
Behavioral Hierarchy
The Behavioral Hierarchy graph will display a ranking of your natural behavioral style within a total of twelve (12) areas commonly encountered in the workplace. It will help you understand in which of these areas you will naturally be most effective.
1. Frequent Interaction with Others - Dealing with multiple interruptions on a continual basis, always maintaining a friendly interface with others.
9.0
6.2*
2. People Oriented - Spending a high percentage of time successfully working with a wide range of people from diverse backgrounds to achieve "win-win" outcomes.
8.5
6.8*
3. Customer Relations - A desire to convey your sincere interest in them.
7.5
6.6*
4. Versatility - Bringing together a multitude of talents and a willingness to adapt the talents to changing assignments as required.
7.0
6.3*
5. Frequent Change - Moving easily from task to task or being asked to leave several tasks unfinished and easily move on to the new task with little or no notice.
6.2
5.2*
6. Following Policy - Complying with the policy or if no policy, complying with the way it has been done.
6.2
6.9*
7. Consistency - The ability to do the job the same way.
6.0
6.5*
* 65% of the population falls within the shaded area.

14

TTI SUCCESS INSIGHTS
Behavioral Hierarchy
8. Follow Up and Follow Through - A need to be thorough.
4.3
6.3*
9. Urgency - Decisiveness, quick response and fast action.
3.0
4.3*
10. Competitiveness - Tenacity, boldness, assertiveness and a "will to win" in all situations.
3.0
4.7*
11. Analysis of Data - Information is maintained accurately for repeated examination as required.
2.5
5.5*
12. Organized Workplace - Systems and procedures followed for success.
2.0
5.2*

15

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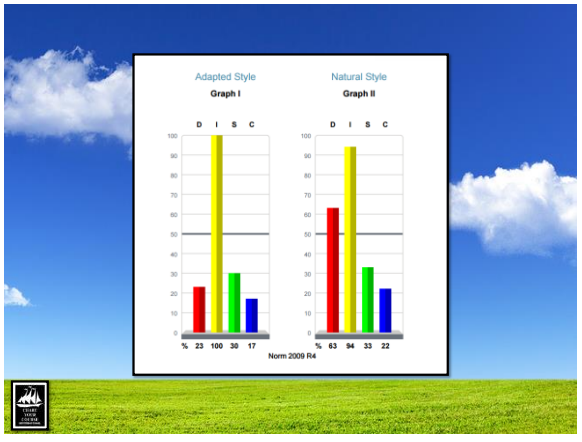
Adapted Style
Graph I
Natural Style
Graph II
D I S C
% 23 100 30 17
% 63 94 33 22
Norm 2009 R4

18