



# HOW TO READ THE NEW BEHAVIORAL CONTINUUM

## What is the Behavioral Continuum?

The horizontal behavioral continuum is a new view of DISC. While the traditional vertical graph requires two graphs for Natural and Adapted scores, the horizontal DISC continuum includes both scores, new descriptors for increased understanding, and “P and C” words to help describe the continuum.

The most exciting part of this new continuum is the elimination of high and low scores. Instead of an individual being a “low D”, for example, you now have the language and tools to explain that they are somewhat Reflective when it comes to Problems and Challenges.

## Components

The horizontal behavioral continuum measures how an individual handles problems and challenges, people and contacts, pace and consistency, and procedures and compliance.

These are the “P and C” words, or keywords, for each continuum.

### Problems & Challenges

Score **above** the midline: **Direct**  
Score **below** the midline: **Reflective**

*When handling problems and challenges, you are either Direct or Reflective, to either an extreme, moderate, or situational degree.*

### People & Contacts

Score **above** the midline: **Outgoing**  
Score **below** the midline: **Reserved**

*When handling people and contacts, you are either Outgoing or Reserved, to either an extreme, moderate, or situational degree.*

### Pace & Consistency

Score **above** the midline: **Steady**  
Score **below** the midline: **Dynamic**

*When handling pace and consistency, you are either Steady or Dynamic, to either an extreme, moderate, or situational degree.*

### Procedures & Constraints

Score **above** the midline: **Precise**  
Score **below** the midline: **Pioneering**

*When handling procedures and compliance, you are either Precise or Pioneering, to either an extreme, moderate, or situational degree.*



# How to Read the New Behavioral Continuum

## 1. Natural Score

An individual's natural behavior or how they prefer to do what they do. This is represented by a score in a circle at the end of the continuum.

## 2. Adapted Score

How an individual adapts their behavior to fit the situation they are in. This is represented by a score in a star at the end of the continuum.

- One side of each continuum is faded without a score.
- One side of each continuum is solid with a score — this is your behavioral style for those keywords.
- Note: Small black star is on the actual plot point of the Adapted Score.

## 3. Chevron

Symbol used to indicate how an individual is shifting from their Natural score to their Adapted score.

- These show the intensity and direction of the adaptation.
- Each full Chevron represents 10 points on the continuum. There can be partial chevrons, example a score of 26 would look like this:

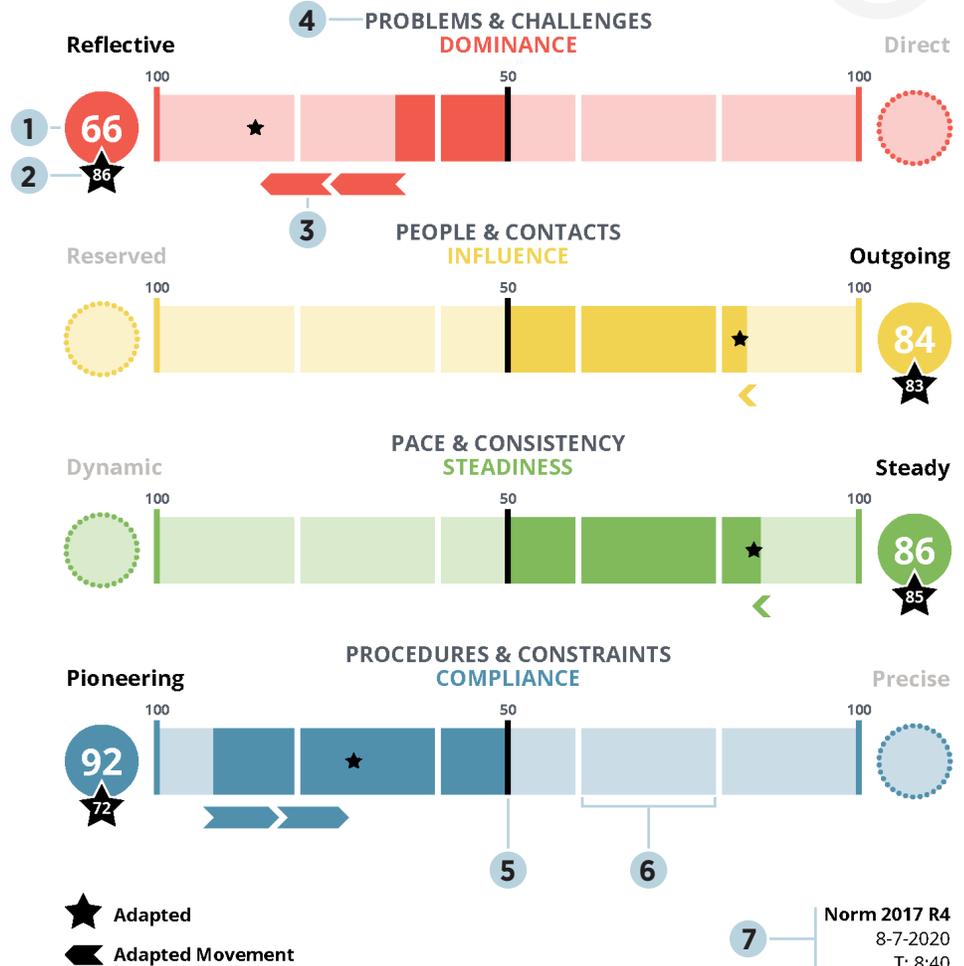


## 4. Keywords

The “P and C” words to help classify each continuum.

**Note: the Descriptors on either end of the continuum relate directly with keywords or “P and C” words.**

- Example: Jaime is Pioneering (Descriptor) when dealing with Procedures and Constraints. (Keyword aka ‘P and C’ words)



## 5. Midline (Energy Line)

- Indicated by the middle of the continuum at 50.
- The right side of the midline is everything above 50 on the traditional graph.
- The left side of the midline is everything below 50 on the traditional graph.
- The natural score indicated by the filled in segments always starts at 50 and fills out to the score.

## 6. Segments

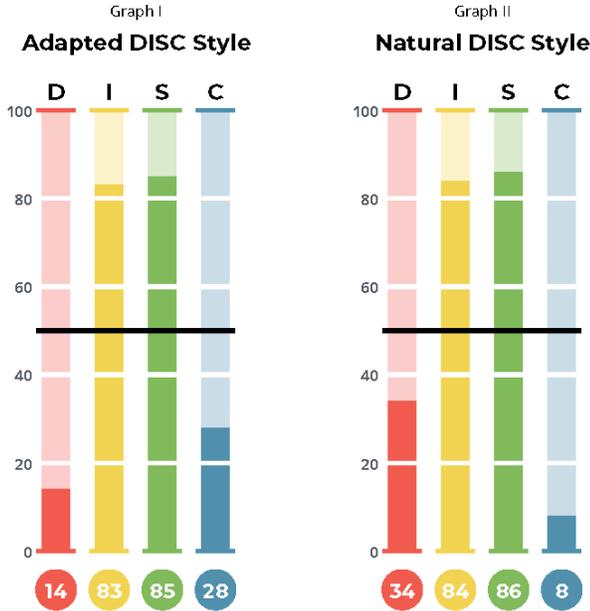
- The continuum is divided in 5 segments. Each segment represents 20 points out of the 100 point scale.
- See page 4.

## 7. Legend

- The legend located at the bottom right corner below the continuum shows:
- **Norm info:** Used for research tracking
- **Date:** When the assessment was taken
- **Time:** Time it took to complete the assessment



# How to Read the New Behavioral Continuum



## Looking at a Sample Graph

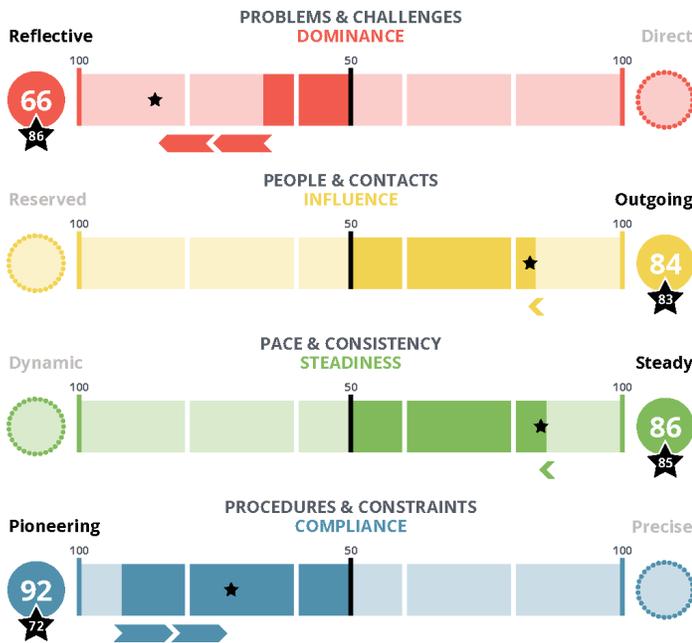
Jaime is more Reflective than Direct. The circle with 66 means that her Natural score is 66, on the Reflective side of the continuum. The star on the continuum represents her Adapted score, which is 86. This means that Jaime is adapting 20 points from her Natural style. She becomes even more Reflective in this situation.

This shift is indicated by the chevron below the graph. These arrow-like symbols indicate movement. Each chevron represents 10 points on the continuum, so quickly you are able to tell that Jaime is adapting 20 points, since there are 2 full chevrons.

**It's important to remember that the horizontal graph eliminates the use of "high and low" language that was used on the traditional vertical graph.** Looking above, Jaime might have previously been considered a High S (86 out of 100), but her primary behavioral style is actually her low C (8 out of 100). **Even though this score is clearly farthest from the midline, since it's an 8 or the "lowest" bar in the traditional graph, many overlook it in favor of the highest bar or score.**

**The horizontal behavioral continuum eliminates any confusion.** While the traditional graph would score her "low C" at 8 out of 100, the behavioral continuum shows that she is more Pioneering than Steady.

The scores from the traditional graph are converted in the following way. Scores above 50 are the same and on the right side of the midline. Scores below 50 are subtracted from 100 and shown on the left side of the midline. All Natural scores start from the midline or 50 and fill outward. Therefore, her score of 8 is subtracted from 100 to get her primary style at 92. The Adapted score is converted the same way, however the chevrons start at the natural score and show the intensity and direction of the adaptation.





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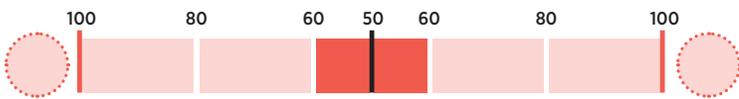
## Vocabulary

Here are a few examples of how you can clearly communicate the meaning behind behavior to your clients. Remember to eliminate your use of “high” and “low” to explain behavior by referring to the segments which represent Extreme, Moderate and Situational behavior. Look at the same example continuum.

*Example: Jaime is moderately Reflective, extremely Outgoing, extremely Steady, and extremely Pioneering. Her Reflective score is slightly past situational into moderate, while her Outgoing and Steady scores are slightly past moderate into extreme.*

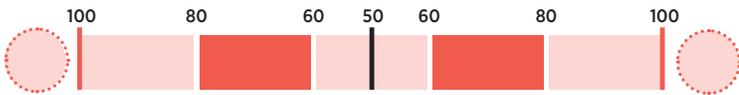
*Jaime is very Pioneering when it comes to procedures, especially Steady in her pace, and highly Outgoing with the people she meets. She is somewhat Reflective when facing a problem or challenge.*

Here are a few ways to communicate Situational, Moderate and Extreme.



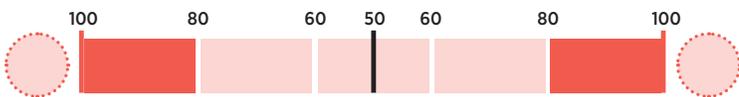
### SITUATIONAL (50-60)

- Sometimes
- Either or
- A little
- Marginally
- Circumstantially
- Contingently
- Incidentally



### MODERATE (60-80)

- Moderately
- Somewhat
- Kind of
- Reasonably
- Quite
- Fairly
- Temperately



### EXTREME (80-100)

- Extremely
- Very
- Especially
- Highly
- Notably
- Truly