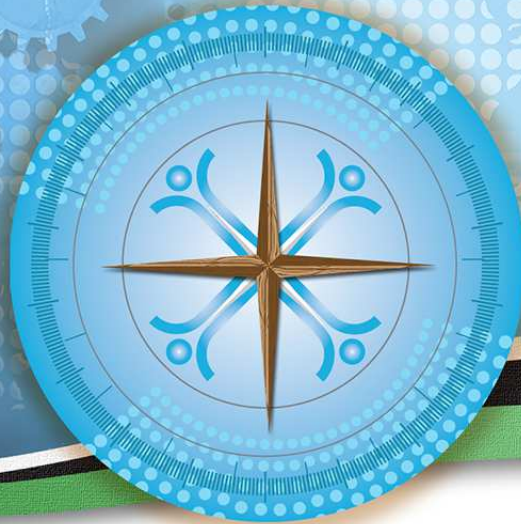


JUDGMENT

PASSION



BEHAVIOR

INSIGHT

DISC*compass*™ Lite General

DISC*compass*™ Lite General Report

Personalized Report For:

Sean Smith

8/18/2016



Introduction to DISCcompass™

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"To love what you do and feel that it matters -- how could anything be more fun?"

-- Katharine Graham

Congratulations on your completion of the DISCcompass™ Behavioral assessment – the **Compass** is a navigational instrument for finding direction in life-- it will show you the way to personal success and fulfillment -- it points toward all your unique talents. Now you begin your journey into your unique behavioral style.

Harvard Business School confirmed many years ago there are **three primary reasons** people achieve **extreme** success in all walks of life whether in the arts, military, professional or any other: 1) they know themselves, 2) they understand and “read” other people, and 3) they know how to adapt to others. The DISCcompass™ teaches individuals, whether employer or employee, how to promote deeper

communication that aids productivity and camaraderie. The **Compass** report takes your communication skills to a higher level because it teaches how to **adapt** to others.

DISCcompass™ does not make value judgments because there is no “right” or “wrong” way to be. Instead, it concentrates on natural tendencies that influence your behavior. It is not about changing yourself or trying to be someone different. It is about growing and being the best you possible.

Behavioral Styles

D - Dominate	Fast paced & Task Oriented
I - Influential	Fast paced & People Oriented
S - Steady	Slow paced & People Oriented
C - Conscientious	Slow paced & Task Oriented

Historical research reveals more than a dozen various models of human behavioral differences, but many share one common thread -- they all group behavior into four categories. Each one of us is a *specific blend* of all four styles. DISCcompass™ identifies patterns of external, observable behaviors using scales of pace and priority – we each display some level of each. Because we can see and hear these behaviors, it is possible to “read” people, almost on contact. This DISCcompass™ is deceptively simple, quickly learned, and easy to continuously practice throughout your day.

Understanding Yourself

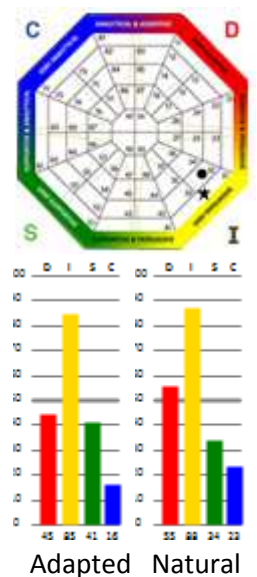
General Characteristics The narration below serves as a general overview or summary of your behavioral tendencies. It is derived mathematically, as is your entire **Compass** report, from your two graphs shown on page 7. It provides a preview of your journey toward understanding your unique behavior style.

You make friends easily and show a strong interest in working with others. You are perceived as an easy person to talk with, and people respond to both of these traits in an open and positive way. Some who score like you say that they are never lonely. If standing in a line, for instance, they'll begin talking to people and enjoy the time waiting because they're learning about others. On the job, you have the ability to enlist a wide variety of people to work on projects, even some who may not ordinarily choose to work with each other.

Your enthusiasm and openness to alternatives allow you to influence others. You score like those who come to a project with some ideas of their own, but also keep an open mind to listen to the ideas of others. When a solution is decided upon, you have the skills to enlist others in an enthusiastic manner and get them on board. Your flexibility to adapt to new approaches, or to unexpected changes, is an asset to the team, as others will look to you for leadership.

You convey a high level of trust when working with others. This is a strength. People will trust you because they get the sense that you trust them. That's good; however, you will experience situations in which you may get "burned" by trusting someone, when that trust is betrayed. Typically, those who score like you tend not to let those events get them down. They simply become more cautious around certain people. By continuing to set the example of trusting others, you help to establish a positive climate of trust.

Sean, you appreciate flexibility and spontaneity in others, and also may fear limitations on your own flexibility or spontaneity. People who score like you say that their creativity comes alive when they are given freedom to perform a task in creative ways. Conversely, their creativity goes into hibernation when they are presented with rules, regulations, forms, and requests for justification on each phase of a project. We suggest seeking assignments that have few strings attached, in order to keep your internal motivation at the highest level.



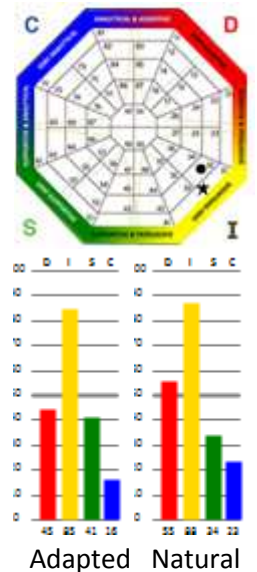
General Characteristics - Continued

You score like those who seek assignments with frequent interpersonal contact that allow them to maintain an image of authority. Your responses indicate that you have natural "people skills" and enthusiasm. Combined with a moderate-to-high sense of urgency, you tend to thrive in an environment that provides you an audience (large or small) with whom to share your ideas and enthusiasm. People who score like you will always choose assignments involving people over assignments involving solitary work.

You are able to persuade others with a personal and friendly approach. This is a great strength because others are more likely to follow your lead when they don't feel pressured into a situation. They sense that your enthusiasm and your interest in them are genuine. You sell people on ideas (and usually manage to get them on board) because of your confidence, your flexibility, your sense of urgency, and your friendly approach.

With fluent verbal skills, you are able to gain the support of various kinds of people. Those who score like you are prepared at a moment's notice to speak at length on almost any topic (even a topic that they know very little about). Your sense of confidence makes others confident. Your sense of urgency helps others get into gear. Your sense of humor is able to break some tension with the twist of a word or a quip, and get people back on board.

You score like those who tend to evaluate others by their ability to express themselves verbally. You evaluate others using the same yardstick with which you measure yourself. You may find yourself bored at a conference session where the presenter reads a speech to the audience. In the next session, you may become actively engaged when the presenter speaks with the audience in an extemporaneous way, since that's the way you may prefer to do it yourself. Just remember that people who may not be as fluent or verbally skilled as you may still have ideas that are of value to the team.



Your Strengths: What You Bring to the Organization

You consistently display your strength characteristics. For the most part, these qualities enhance your effectiveness within your organization. Work Style Preferences provide useful insights as you work in a job or as you work together on a team or family project. They are the talents and tendencies you bring to your job and they are what have made you successful thus far in your career and in life!

Your Strengths:

You're a self-starter, and an active agent in everything you do.

You have a strong sense of urgency to get things done expediently.

You are able to think quickly on your feet.

You are able to delegate responsibility to others in an enthusiastic and personable way.

You are very much at ease in making presentations to both large or small groups.

You understand people very well and rely on that understanding to lead, persuade, and motivate.

You have the potential to be an engaging presenter.

Your Work Style Tendencies – What you bring to the Job:

You convey a high trust level in the ability of others on the team to carry out their responsibilities and commitments.

You are motivated to be well-networked, and thus tend to know a wide variety of people within your profession. This can be of enormous benefit to the team or organization as additional contacts become necessary.

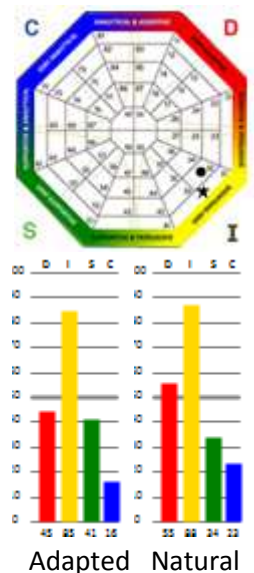
You are able to generate team involvement through friendly conversation and gentle persuasion of team members in a one-on-one manner.

While you may tend toward surface analysis in some cases, you can also show very keen awareness of important details.

You have the ability to speak to audiences, and motivate others with poise, confidence, and excellent verbal skills.

You tend to be optimistic and rely on that positivity to engage and motivate others.

You may become easily bored by mundane or routine projects.

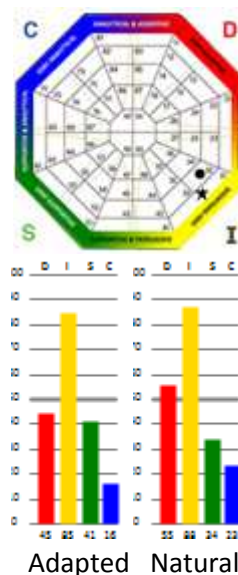


Your Ideal Work Environment

Everybody is motivated internally. And, each of us is motivated for our own reasons, not somebody else's reasons. By understanding your motivations, you can create (or find) an environment where you are most likely to be self-motivated and successful.

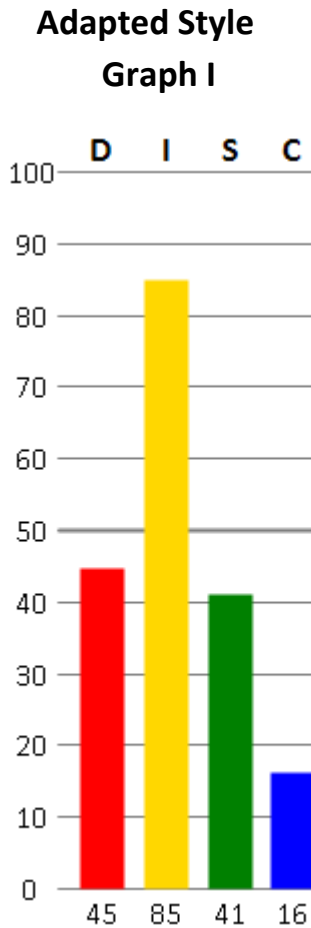
You Will Be Most Effective In Environments That Provide:

- Public recognition for accomplishments.
- A democratic environment with participatory management.
- Activities with many opportunities for interaction with people.
- The opportunity to network with others.
- Projects that allow you to motivate and persuade people.
- Freedom from controls, detail, and paperwork.
- Opportunities to express yourself.

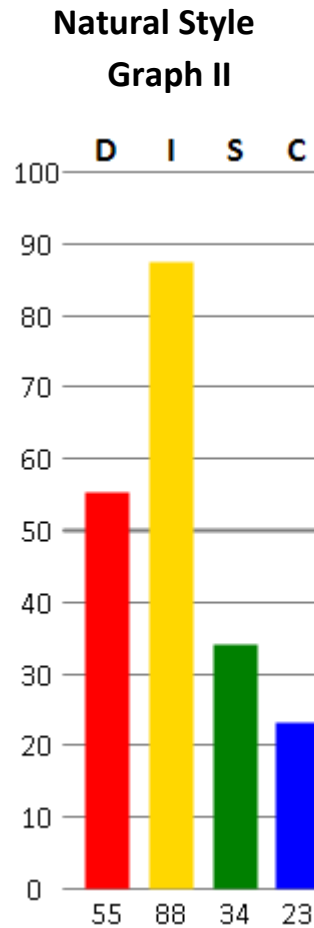


DISCcompass™ Graphs for SeanSmith

Your Adapted Style indicates you tend to use the behavioral traits of the I style(s) in your selected focus. Your Natural Style indicates that you naturally tend to use the behavioral traits of the Id style(s).



Pattern: I (3631)



Pattern: Id (4622)

Graph I (Adapted)

Your “most changeable” graph; alters to meet needs of new environment such as job change, new supervisor, family change, health problems, etc.

This is your “Conscious Mind” or “Mask” — the way you wish to be perceived

It is the way colleagues and acquaintances would describe you

Graph II (Natural)

Usually very consistent throughout your life – doesn’t normally change

This is your “Unconscious Mind” – where you know who you are and always have

People close to you see these traits, with your highest traits being most visible

NOTE: If your two Graphs are similar, it means you tend to use your Natural behaviors in your work (social, relationship) environment. If your Adapted Style is very different from your Natural Style, you are using behaviors that are not as comfortable or natural for you. The more disparity between the two graphs, the more likelihood you are stressed in the environment in which you chose to focus for this report, usually work.

Your Personal DISCcompass™

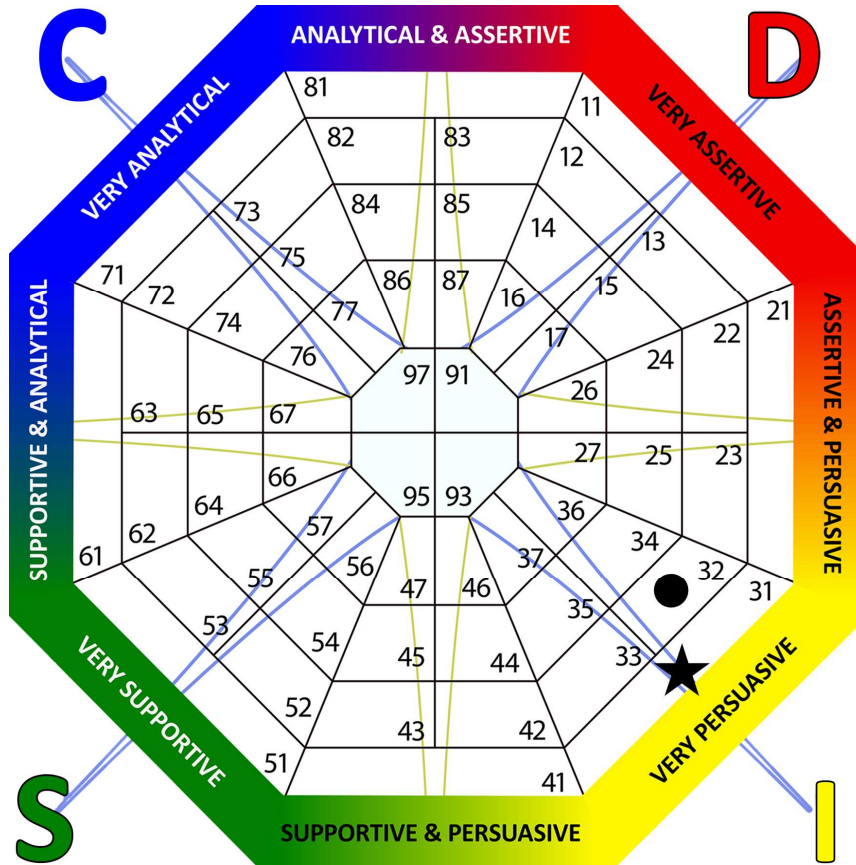
This is your personal Compass! You consistently display your NATURAL strength characteristics, shown on the Compass by the DOT. Compass lists your NATURAL strengths that make you effective. Your ADAPTED Style is shown on the Compass by a STAR. Its position provides useful insights as you work in a job.

C
Data, Fact & Analysis Based. Precise & Accurate
Trusts in the Value of Structure, Standards & Order. Sees the value of "Rules".

Efficient, Analytical, Organized, Factual, Practical, Innovative.

D
Assertive, Results Focused, Rapid Decisions, Will Seek Challenges, Can be Aggressive and Impatient, Desires to Lead.

S
Balances & Values Data & Diplomacy, Mindful of the "Rules". Goal Focused, Dislikes Confusion, Ambiguity.



Both Assertive and Persuasive, Embraces New Concepts, Often a Mover and a Shaker, Can be very outgoing with High Energy and Engaging Effort.

S
Very Patient, Favors Stability and Structure. Not a Risk Taker, Operates at a Steady, Even Pace.

Supportive & Persuasive, Good Team Player, Creates Good Will & provides Good Customer Service.

I
Very Outgoing & Persuasive, Very People Oriented, a True Optimistic Outlook, Strong Communication Skills, Likes Variety in life.

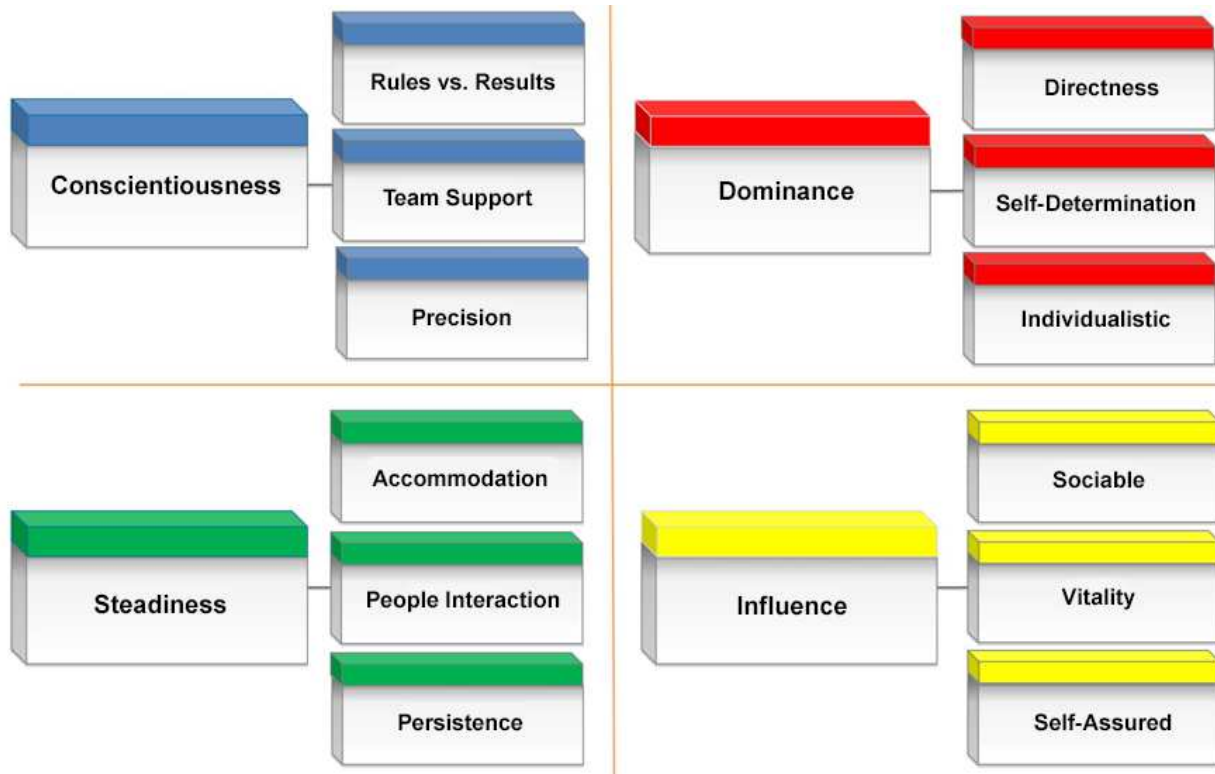
Key to Your Compass

- = (32) Natural Behavioral Style
- ★ = (31) Adapted Behavioral Style

Understanding Integrated Behaviors

The 12 Integrated Behaviors describe how each of the 4 Primary DISC factors is Impacted, Influenced and Modified by the other 3!

If you've ever been puzzled why two individuals who have the SAME or SIMILAR Primary DISC scores behave so differently, you'll find that answer and a whole lot more as you quickly learn to incorporate these advanced Integrated Compass Behavior Measurements that clarify human interaction, cooperation, management and teamwork.



Our validated and reliable 12 Factor Integrated and Interactive view of Human Behaviors goes far beyond the standard 4 Factor DISC model. If you've suspected that EACH of the 4 DISC factors must be INFLUENCED by the other 3...You were RIGHT. Now we can MEASURE the degree or intensity of that influence and provide you with an advanced 12 factor integrated DISC behavioral section in Your DISC reports. You will quickly experience the advantage that the Advanced Integrated Behaviors provide and how they can improve your behavioral analysis.

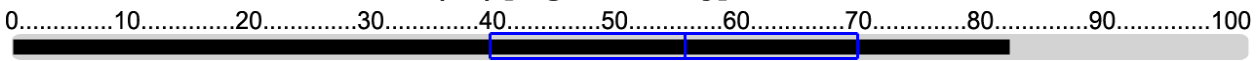
If you found DISC valuable before...get ready for a quantum leap forward!

12 Integrated Compass Behaviors (Natural Graph)

If you've ever been puzzled why two individuals who have the SAME or SIMILAR Primary DISC scores behave so differently, you'll find that answer and a whole lot more as you quickly learn to incorporate these advanced Integrated Compass Behavior Measurements that clarify human interaction, cooperation, management and teamwork.

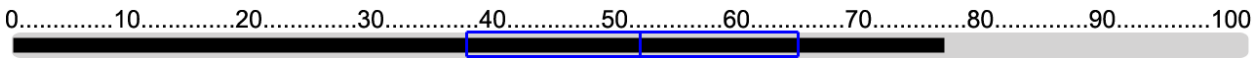
Our validated and reliable 12 Factor Integrated and Interactive view of Human Behaviors goes far beyond the standard 4 Factor DISC model. If you've suspected that EACH of the 4 DISC factors must be INFLUENCED by the other 3...You were RIGHT. Now we can MEASURE the degree or intensity of that influence and provide you with an advanced 12 factor integrated DISC behavioral section in Your DISC reports. You will quickly experience the advantage that the Advanced Integrated Behaviors provide and how they can improve your behavioral analysis.

1. The Self-Assured Behavior (I/C) [High Intensity]



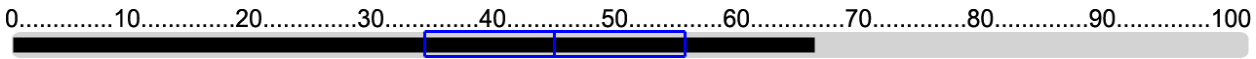
"How this individual's people oriented extroversion is impacted by their need for accuracy and structure." The Self-Assured behavior measures HOW the strength of this individual's extroversion and desire for personal connection with others is influenced by their need for structure, detail, and accurate evidence prior to taking action. Higher intensity scores can sometimes lead to overconfidence with a willingness to improvise and to take spontaneous actions vs. thorough planning while Lower intensity scores reflect a cautious and conscientious approach that seeks to take actions that are supported by reliable tactics, trusted data and past successes.

2. The Vitality Behavior (I/S) [High Moderate Intensity]



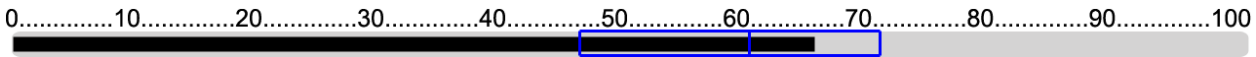
"How this individual's people focused extroversion is impacted by their preferred pace and activity level." The Vitality behavior measures HOW the strength of this individual's desire for interpersonal connections is influenced by their degree of urgency, preferred pace and activity level. Higher intensity scores reflect a high energy, freewheeling, confident and engaging style that will likely embrace new ideas and concepts while Lower intensity scores reflect thoughtfulness and care when crafting both words and deeds as one moves steadily toward the identified goal and objective.

3. The Individualistic Behavior (D/C) [High Moderate Intensity]



"How this individual's "results now" assertiveness is impacted by their desire to be accurate, analytical and structured." The Individualistic behavior measures HOW the strength of this individual's direct, assertive and "results now focus" is influenced by their need to precisely follow established structural and procedural guidelines while pursuing objectives. Higher intensity scores will not likely be deterred by potential restraints or established policies especially if they are perceived to impede immediate results while Lower intensity scores will favor strong and precise compliance and adherence to established structure, rules, policy and procedures.

4. The Sociable Behavior (I/D) [High Moderate Intensity]



"How this individual's need for social interaction is impacted by their assertiveness and desire for immediate results." The Sociable behavior measures HOW the strength of this individual's preference for cordial social interaction and people connection is influenced by their need for immediate results. Higher intensity scores reflect an emphasis on seeking, building and sustaining personal relationships while Lower intensity scores reflect a much stronger competitive "result now" focus with less effort on accommodation and building relationships.

12 Integrated Compass Behaviors (Natural Graph) (Continued)

5. The Self-Determination Behavior (D/S) [High Moderate Intensity]

0.....10.....20.....30.....40.....50.....60.....70.....80.....90.....100



"How this individual's degree of assertive "results now" focus is impacted by their level of patience." The Self-Determination behavior measures HOW the strength of this individual's direct, assertive and "results now" oriented behaviors are influenced by their degree of patience and preferred pace. Higher intensity scores identify a preference toward a more "now oriented pace" that is keyed toward taking actions that achieve immediate results and goals while Lower intensity scores identify a steadier, less urgent pace that embraces planning and careful consideration of consequences prior to taking action.

6. The Persistence Behavior (S/C) [Moderate Intensity]

0.....10.....20.....30.....40.....50.....60.....70.....80.....90.....100



"How this individual's need for pace and patience is impacted by their need for accuracy, precision and planning." The Persistence behavior measures HOW the strength of this individual's patience, activity level and team support is influenced by their need for accuracy, precision and structure. Higher intensity scores reflect an emphasis on supporting planned group and team efforts while Lower intensity scores reflect a need to follow established policies and procedures even if it requires running counter to the team's direction that may be advocating alternative or even potentially risky actions.

7. The Precision Behavior (C/S) [Moderate Intensity]

0.....10.....20.....30.....40.....50.....60.....70.....80.....90.....100



"How this individual's need for accuracy, precision and planning is impacted by their desire for team support and accommodation." The Precision behavior measures HOW the strength of this individual's need for structure, accuracy, order and precision is influenced by their pace, patience and level of team accommodation. Higher intensity scores reflect a desire to operate in a "fail-safe" environment supported by accurate data and through preparation while Lower intensity scores suggest steady paced progress, strong support, consideration and accommodation for the team's overall direction.

8. The Accommodation Behavior (S/D) [Low Moderate Intensity]

0.....10.....20.....30.....40.....50.....60.....70.....80.....90.....100



"How this individual's need to operate at a steady pace and innate degree of patience is impacted by their need for immediate results." The accommodation behavior measures HOW the strength of this individual's level of patience and activity level are influenced by the strength of their desire to lead, command and direct activities focused on immediate results and solutions. Higher intensity scores reflect a willingness to consider, accommodate and support alternative solutions and ideas while Lower intensity scores reflect a propensity to make difficult decisions, remain firm in supporting and defending them sustained by a strong focus on achieving immediate results and accomplishing assigned goals.

9. The Rules vs. Results Behavior (C/D) [Low Moderate Intensity]

0.....10.....20.....30.....40.....50.....60.....70.....80.....90.....100



"How this individual's need for accuracy, precision and guidelines is impacted by their need for immediate results." The Rules vs. Results behavior measures HOW the strength of this individual's need to precisely follow established structural and procedural guidelines, standards and codes is influenced by their need for direct "results now" actions that target immediate accomplishments. Higher intensity scores identify a strong need to pursue objectives with guidance and reliance upon established structure, rules, organizational protocols and policies while Lower intensity scores suggest a more direct, immediate "result now" focus that will not likely be restrained by established protocols, procedures and policies.

12 Integrated Compass Behaviors (Natural Graph) (Continued)

10. The Directness Behavior (D/I) [Low Moderate Intensity]

0.....10.....20.....30.....40.....50.....60.....70.....80.....90.....100

"How this individual's dominance and 'results now focus' is impacted by their desire to interact, connect and relate to others." The Directness behavior measures HOW the strength of this individual's direct, assertive and results oriented communication style is influenced by their desire to build relationships and connect with others. Higher intensity scores identify a willingness to make and defend tough and even unpopular decisions while Lower intensity scores will identify an inclination to search for a more socially interactive, popular and accommodating solution.

11. The People Interaction Behavior (S/I) [Low Moderate Intensity]

0.....10.....20.....30.....40.....50.....60.....70.....80.....90.....100

"How this individual's need for a steady pace and exercise of patience is impacted by their desire to connect and engage in social interaction." The People Interaction behavior measures HOW the strength of this individual's degree of patience and preferred activity level are influenced by the strength of their extroversion and a desire to socially interact and accommodate others. Higher intensity scores will display a great deal of care and consideration when crafting the words and deeds that impact others while Lower intensity scores will reflect a freewheeling and confident belief that most if not all interactive social situations can be handled "on the fly."

12. The Team Support Behavior (C/I) [Low Intensity]

0.....10.....20.....30.....40.....50.....60.....70.....80.....90.....100

"How this individual's need for accuracy, precision and following procedure is impacted by their desire for social connection and interaction." The Team Support behavior measures HOW the strength of this individual's desire for accuracy, structure, rules and standards is influenced by the strength of their desire to interact, engage and accommodate other people. Higher intensity scores display reliance upon structure, logic, facts and established data, procedures and protocols while Lower intensity scores display a more cordially social, engaging and accommodating communication style with a less focus on established protocols.

Intensity Scoring Legend – 12 Integrated Compass Behaviors intensity is a measure of how you will likely display the specific behavior when interacting and communicating with others.

- **Low Intensity** – Indicates the absence of this behavior in most situations.
- **Low Moderate** – Behaviors are only sometimes observable in some situations.
- **Moderate Intensity** – Does not mean "mild." Means the behavior is flexible and may or may not become observable based upon the requirements of the specific situation.
- **High Moderate** – Scores are frequently observable in many situations.
- **High Intensity** – Scores will be clearly observable, displayed more often and seen in most situations.

RESOURCES: for more information and ideas about Human Behavior and DISC*compass*[™], contact Thrive139.

Disclaimer

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