

DISC TEST REPORT

The structure of the report is organized as follows:

- 1 Introduction to the DISC Test.
- 2 Test Result and Profile Identity Sheet.
- 3 DISC Behavior Profile.
- 4 Key Competencies.
- 5 Ideal Environment and Preferences.
- 6 Motivational Factors.
- 7 How They Collaborate in a Team.
- 8 Communication Style.
- 9 Reaction to Conflict.
- 10 Leadership Style.
- 11 Persuasion and Sales Closing Style.
- 12 Professional Value and Contribution.
- 13 Development Opportunities.
- 14 Roles and Positions Where This Profile Excels.

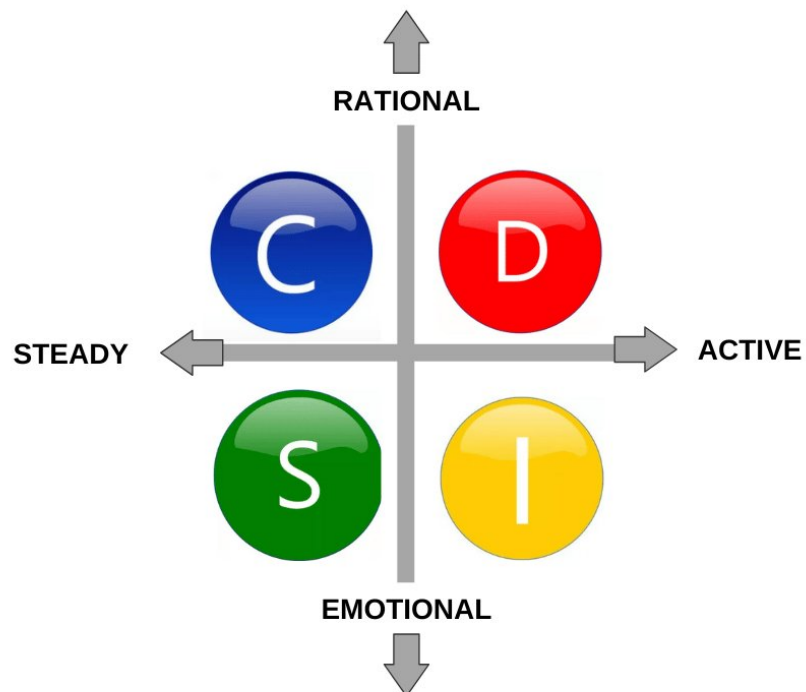
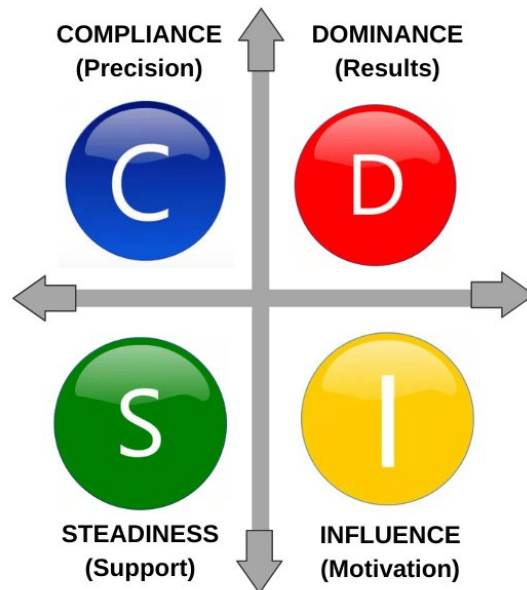
1 DISC TEST INTRODUCTION

In 1928, **William Marston** developed the **DISC model** with the aim of understanding how people behave in their daily lives. This approach was outlined in his book *Emotions of Normal People*, where he established the theoretical foundations of the model.

Based on his studies of human behavior, he proposed a classification into four main styles: D, I, S, and C. It's important to note that within the DISC model, no style is better or worse than another. Each dimension reflects a different way of responding to the environment, with no right or wrong answers.

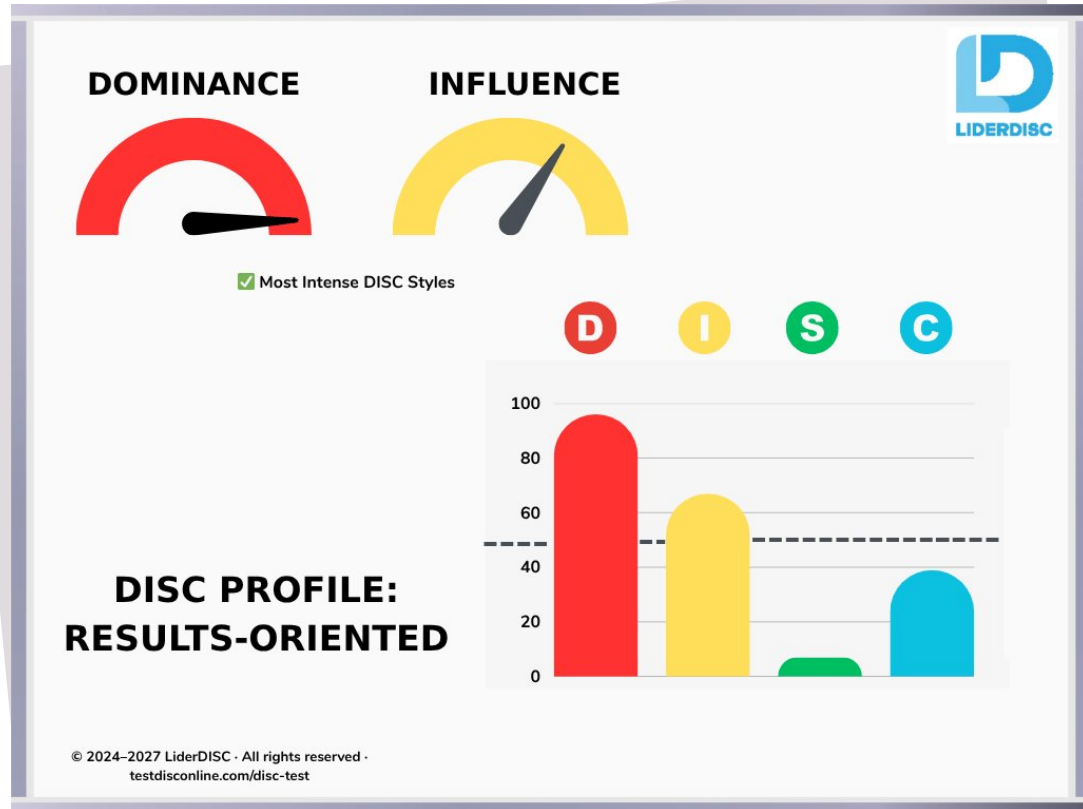
The interpretation of the profile is based on the results obtained in these four areas.

- D** = Dominance / Determination: Results-oriented.
- I** = Influence: Motivation and persuasion.
- S** = Steadiness: Calmness and support.
- C** = Conscientiousness / Compliance: Precision and accuracy.



2

Identified DISC Profile: Results-Oriented



Profile Interpretation Guide

 The **Results-Oriented** profile is defined by a **high level of**  **Dominance** combined with a moderate level of  **Influence** that brings social drive without overshadowing.

This combination creates a direct, energetic, and action-driven style, balanced by the ability to connect and communicate when needed.

The  **Steadiness** and  **Compliance** styles fall below the intensity threshold, so they do not significantly influence current behavior and are not developed in this report.

 **What Defines the
Results-Oriented Profile?**

 The Results-Oriented profile is a **Driver of Achievement**.

 Key Phrase

“Sets the course with determination and moves forward without detours.”

 Behavioral Styles that Shape This Profile

 High Dominance → Sets direction quickly, makes firm decisions, and acts with urgency and clear vision.

 Moderate Influence → Adds warmth, a positive tone, and the ability to mobilize without imposing.

 Relational Affinities

Connects well with  and  profiles who value clarity, autonomy, and a dynamic pace. Can also collaborate effectively with  methodical profiles, as long as they share clear objectives and respect the need for agility.

 Relational Challenges

May generate friction with  steady or  analytical profiles if their pace is not adjusted or if decisions are made without including other perspectives.
Tends to grow impatient when the environment lacks agility.

3

DISC Behavior Profile

Mindset and Style of the Results-Oriented profile

- **Values autonomy**, quick action, and clear decision-making.
- **Relies on their ability to influence**, but without depending on consensus.
- **Driven by ambitious goals**, combines determination with moderate charisma.
- **Needs to maintain control** and move forward at a steady, visible pace.

Areas for Improvement of the Results-Oriented profile

- **May appear impatient** in the face of others' hesitation or slow pace.
- **Tends to speak more than listen**, especially under pressure.
- **Struggles to delegate** when the environment doesn't respond with agility.
- **The desire to make an impact** may divert attention from structure or details.

3

DISC Behavior Profile

Relational Style of the Results-Oriented profile

-  **Expresses with warmth**, while maintaining a clear focus on objectives.
-  Prefers clear, **direct**, and solution-oriented interactions.
-  **Creates initial connection**, but doesn't always deepen the relationship.
-  **Sometimes prioritizes** efficiency over team harmony.

Contribution to the Environment of the Results-Oriented profile

-  **Drives the pace**, takes on **responsibilities**, and stays focused on results.
-  **Motivates with moderate enthusiasm**, encouraging participation in early phases.
-  **Provides clear vision**, visible leadership, and a strong action-oriented approach.
-  **Performs best in environments** where they can take the lead with room to maneuver.

3

DISC Behavior Profile

Communication and Tension Management

- **Communicates with firmness**, seeks clarity, and avoids unnecessary detours.
- **Introduces a positive and energetic tone**, without losing direction.
- **May create tension** if they feel unheard or slowed down.
- **Handles conflict better** when combining directness with tactical empathy.

4

Key Competencies

Styles That Contribute to These Abilities

High Dominance

Brings decisiveness, focus, and a strong results orientation. Drives action with clarity, determination, and high standards. Prefers competitive environments where they can take control.

Moderate Influence

Contributes with a warm yet balanced approach. Communicates with impact without losing functionality. Adds a touch of positive energy and interpersonal connection—without excess.

Key Abilities in Action

 **Makes decisions quickly** and takes on responsibilities with determination.

 **Communicates with clarity and warmth**, adapting fluidly to the environment.

 **Advances with firmness** without losing human connection when it matters.

 **Sets ambitious goals** and maintains momentum without drifting from the objective.

 **Adjusts their persuasion**, aiming for impact without imposing.

5

Ideal Environment and Preferences

Styles That Shape These Preferences

High Dominance

Prefers dynamic environments where they can make decisions autonomously, without bureaucracy or unnecessary obstacles. Feels comfortable facing constant challenges and goal-oriented structures.

Moderate Influence

Values cordial relationships, positive yet efficient environments, and the freedom to express themselves—without falling into excessive emotionality.

Key Preferences in Action

 **Seeks environments with autonomy**, freedom to act, and room for fast decision-making.

 **Energized by fast-paced contexts** and ambitious goals.

 **Appreciates professional recognition** without needing constant attention.

 **Engages more when interactions are respectful** and there is space to show initiative with discernment.

6

Motivational Factors

Styles That Shape These Motivators

High Dominance

Seeks ambitious challenges, control over direction, and visible achievements that validate their effectiveness. They are activated when they have decision-making power and see tangible results from their actions.

Moderate Influence

Values a healthy professional environment where they can freely share ideas, maintain cordial relationships, and be recognized occasionally for their contributions.

Key Motivators in Action

 **Engages when they have autonomy** to make decisions, take on challenges, and measure their impact.

 **Needs visible results** to sustain motivation.

 **Feels motivated when their opinion is heard** with respect, without requiring excessive attention.

 **Stimulated by an efficient collaborative environment**, with space to express ideas without distraction.

How They Relate and Collaborate

Styles That Define their Relationships and Communication

High Dominance

Sets the pace for the team, defines clear goals, and leads with decisiveness. Does not tolerate ambiguity and prefers direct communication—without detours or unnecessary repetition.

Moderate Influence

Communicates with a positive and controlled tone. Knows when to step in and aims to maintain a cordial climate without falling into excessive expression or informality.

Relationship and Collaboration in Action

 **Sets clear goals** and demands results, leading with firmness and determination.

 **May create pressure** in their environment if they don't perceive the same level of commitment.

 **Brings a respectful and balanced approach**, with good emotional control.

 **Encourages participation** without losing focus on objectives.

Natural Tendencies in Conflict

High Dominance

Faces disagreements with firmness—without detours or unnecessary filters.

Prioritizes directness and fast progress over diplomacy.

Moderate Influence

Tries to ease the atmosphere if tension lasts too long, aiming for a minimal connection that doesn't slow down objectives.

May lose objectivity when feeling emotionally challenged.

Conflict Response — In Action

 **Presents their ideas clearly and directly**, without avoiding confrontation when necessary.

 **Shows controlled openness**, stepping in only when they see it as useful for progress.

 **Their firm style**, with touches of **measured cordiality**, may cause friction in environments that prioritize harmony over effectiveness.

 **Leadership Approach
According to Their Profile** **High Dominance**

Leads through action, clarity, and a results-driven mindset.

Sets ambitious goals, organizes resources, and drives the pace with high standards.

Closely supervises and maintains control over what is considered strategic.

 Moderate Influence

Inspires with conviction, conveys enthusiasm with restraint, and creates connection when the context requires it.

Their style is direct but not aggressive, allowing them to lead firmly without losing sensitivity.

 Leadership in Action **Motivates through achievement** and efficiency, promoting a demanding and focused work rhythm. **Makes decisions quickly**, combining intuition with strategic focus. **Builds trust through** clear messages and a positive tone—without losing firmness. **Balances authority with dynamism**, creating a competitive yet stimulating environment.

Natural Style of Sales and Persuasion

High Dominance

Seeks efficiency. Communicates clearly, acts quickly, and closes with firmness.

Tends to anticipate objections and values moving forward without detours.

Moderate Influence

Maintains a cordial and professional attitude. Uses a positive tone, builds trust without exaggeration, and adapts their message with strong verbal expression.

How They Act When Closing a Sale

 Sets the **pace** of the conversation, aiming for a quick and efficient closure.

 Creates a **professional** and courteous environment, without forcing closeness.

 Makes decisions with **firmness**, balancing persuasion with a clear reading of the right timing.

 Does not always prioritize follow-up, focusing more on immediate **results** than on long-term loyalty.

Who They Are and What They Bring by Nature

■ **High Dominance**

Acts with determination and decisiveness. Focused on concrete results, maintaining an agile pace.

Takes calculated risks confidently, provides direction, and energizes the team through drive and initiative.

■ **Moderate Influence**

Communicates with a positive tone, avoiding emotional excess.

Inspires trust through cordiality, with a clear focus on action and functionality.

How They Act and What They Convey in Their Professional Environment

■ Leads with **intensity**, agility, and a focus on achievement, setting the pace and driving the team toward ambitious goals.

■ Inspires **drive** through problem-solving skills, becoming a reference when quick decisions are needed.

■ Creates a professional environment of **respectful interaction**, facilitating coordination and effective teamwork.

■ Builds **trust** through a clear, organized, and impact-driven approach focused on delivering value.

**Areas for Growth According to Their Style**

- Tends to be impatient with slow rhythms or processes that are out of their control.
- May show low tolerance for mistakes and difficulty delegating.
- Sometimes imposes their views with excessive intensity.
- Doesn't always connect emotionally in sensitive moments.
- May listen without full attention and act impulsively in conversations.
- Struggles to maintain emotional bonds with others.

**Recommendations for Growth**

- Cultivate patience and respect other rhythms without losing focus.
- Listen with intention, without rushing to conclusions.
- Strengthen relationships through empathy and genuine interest.
- Express ideas clearly, without falling into impulsiveness.
- Integrate determination with warmth to improve interpersonal connection.

★ Bonus: Roles and Positions Where This Profile Excels

🔍 Where They Can Bring the Most Professional Value

- ✓ Demanding environments that value autonomy, quick decision-making, and results-oriented execution.
- ✓ Roles involving operational leadership, direct responsibility for goals, and the ability to execute immediately.
- ✓ Positions requiring strategic vision, complex problem-solving, and decision-making under pressure.
- ✓ Tasks focused on continuous improvement, tactical innovation, or sustained growth of key performance indicators.
- ✓ Teams that appreciate drive, determination, and the ability to take the lead in challenging situations.

🕒 Example Professions Where This Profile Fits Well

- ✿ Operations directors, area managers or middle managers with responsibility over KPIs.
- ✿ Leaders of strategic or high-impact projects, especially in fast-paced and competitive sectors.
- ✿ Consultants in process improvement, operational efficiency or business transformation with a strong focus on results.
- ✿ Managers of high-performance teams where decision-making, high standards and clarity of direction are required.
- ✿ Entrepreneurs or intrapreneurs who drive business initiatives with autonomy, agility and a strong achievement mindset.