



DISC Personality Assessment Report

Sample User

Sample.user@humandisc.com

Profile: SC

Completed: 28/05/2026

Duration: 6.7 minutes

How to Read This Report

A quick guide to understanding DISC and getting the most from this assessment.

What is DISC?

DISC is a behavioral assessment framework that measures four core dimensions of how a person naturally behaves and communicates at work. It does not measure intelligence, aptitude, or values — it reveals behavioral tendencies and communication preferences.

Dimension	What It Measures
 D — Dominance	How you approach problems, assert yourself, and control situations. High D individuals are direct, decisive, and results-driven. Low D individuals are collaborative, cautious, and deliberate.
 I — Influence	How you interact with and persuade others. High I individuals are outgoing, enthusiastic, and relationship-oriented. Low I individuals are reserved, reflective, and fact-focused.
 S — Steadiness	How you respond to pace and consistency. High S individuals value stability, patience, and loyalty. Low S individuals embrace change, variety, and urgency.
 C — Conscientiousness	How you approach rules, procedures, and quality. High C individuals are detail-oriented, analytical, and precise. Low C individuals prefer flexibility, big-picture thinking, and independence.

Everyone has all four traits — your profile shows the relative intensity of each.

Understanding the Two Profiles

This report shows two behavioral profiles side by side:



Natural Profile

Your instinctive, default behavioral style. It reflects how you act when most comfortable, under no external pressure. Think of it as who you are at your core.



Adapted Style

How you adjust your behavior to fit your current work environment. Reflects the demands you perceive from your role. Think of it as who you become at work.

Why do they matter together? A large gap between Natural and Adapted scores suggests significant behavioral effort to fit the environment. Small gaps suggest natural alignment. Neither is inherently good or bad, but sustained large gaps can indicate stress or role misfit.

How to Read This Report (continued)

Reading the Percentage Scores

Each DISC dimension is scored as a percentage (0–100%):

60–100%

Strong presence — a defining part of the person's behavioral style.

40–59%

Moderate presence — the person can flex into this style but it's not dominant.

0–39%

Low presence — tends toward the opposite end of this trait's spectrum.

Example: A person with D: 67% and C: 34% is naturally driven and decisive but prefers flexibility over strict processes.

Reading the Competency Scores

The report includes competency scores measured on two scales:

Raw Score

Shown as a percentage or out of 10. Derived directly from the DISC questionnaire responses.

✨ AI-Adjusted Score

Recalibrated by AI, considering the full profile context, role requirements, and interplay between competencies.

When scores differ significantly, it means the AI has identified contextual factors (such as hidden strengths or compensating behaviors) that raw numbers alone don't capture.

Reading the Adjective Graph

The Adjective Graph maps behavioral descriptors across all four DISC dimensions, from strongest (top) to weakest (bottom) within each column. Highlighted adjectives are the most characteristic of this individual's profile — the words that best describe how they show up in a work setting.

Understanding Stress & Adaptation

Adaptation Stress — Measures the current effort required to adapt behavior to the work environment. A high score signals the person is working hard to behave differently than their natural style.

Long-term Stress — Reflects accumulated behavioral strain over time. Sustained high scores may indicate burnout risk or chronic role misfit.

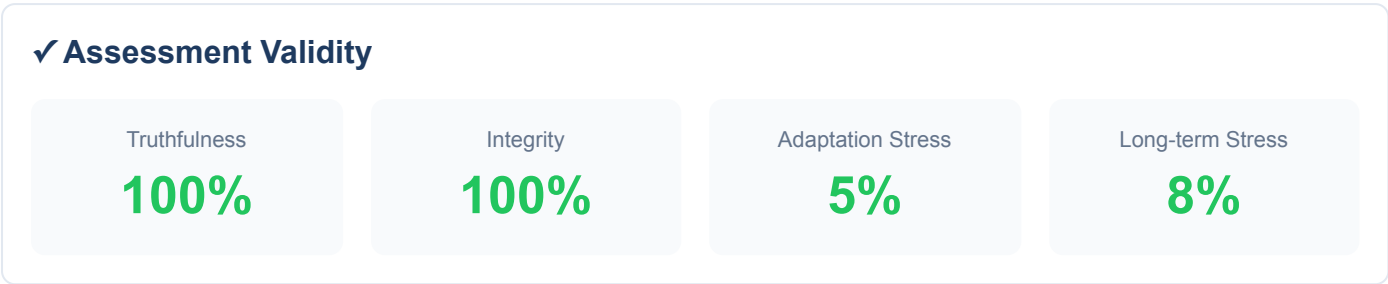
Truthfulness & Integrity — Validity indicators. High scores (above 80%) confirm the individual responded consistently and authentically.

Key Takeaways for Employers

- 1 No profile is better than another. Every DISC style has strengths and areas for development. The goal is fit — matching the right behavioral style to the right role and team.
- 2 Look at the gap between Natural and Adapted. This tells you more about how the person is experiencing their current role than the raw scores alone.
- 3 Use this report as a conversation starter, not a verdict. DISC is one data point among many. It's most powerful when combined with interviews, references, and real-world performance data.
- 4 Focus on the AI Psychological Analysis sections for role-specific insights, including leadership potential, blind spots, and tailored interview questions.

This assessment is based on the DISC behavioral model. Results reflect self-reported behavioral preferences at the time of completion and should be interpreted within the broader context of the individual's experience, capabilities, and career trajectory.

Assessment Validity & Overview



DISC Personality Types

Primary Type

S

Steadiness

You are results-oriented, direct, and decisive. You take charge of situations and focus on achieving goals quickly. You are confident and competitive, often preferring to lead rather than follow.

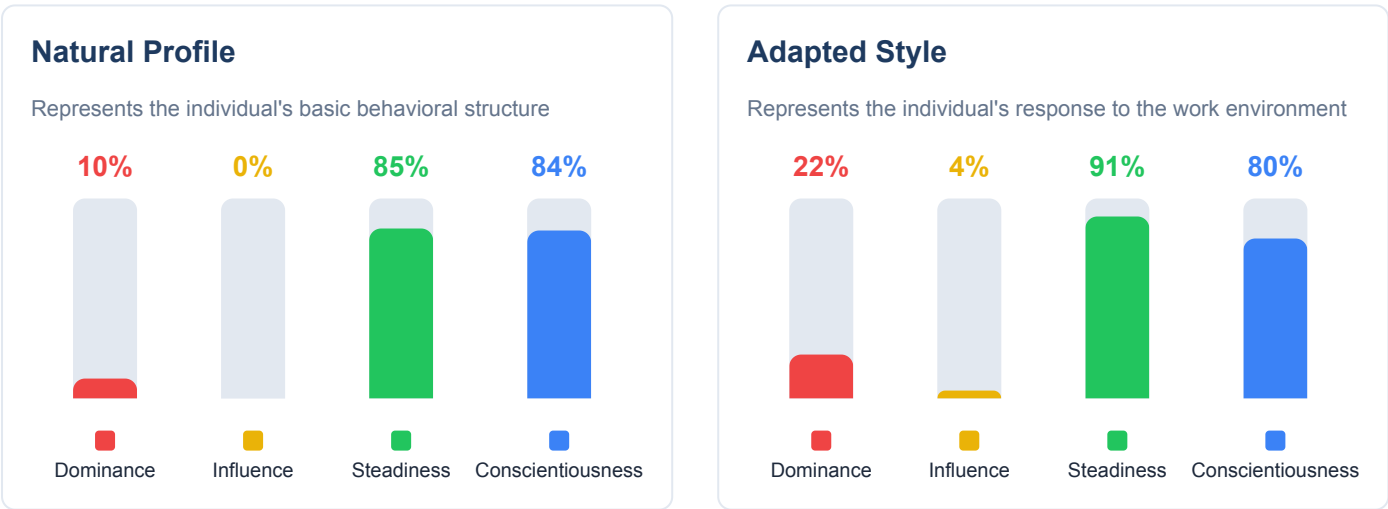
Secondary Type

C

Conscientiousness

You are outgoing, enthusiastic, and collaborative. You excel at building relationships and motivating others. You are optimistic and enjoy being part of a team.

DISC Profiles



Trait Intensity

D

Humble

Row 6/25

I

Anxious

Row 1/25

S

Patient

Row 23/25

C

Careful

Row 20/25

Adjective Graph

Colored adjectives are most relevant!

D	I	S	C
Argumentative	Emotional	Passive	Precise ✨
Brave	Enthusiastic	Loyal	Detail-oriented
Demanding	Impulsive	Patient ✨	Meticulous
Decision-maker	Influential	Peaceful	Fault-finder
Ego-driven	Charismatic	Serene	Perfectionist
Adventurous	Charming	Stable	Careful
Risk-taker	Persuasive	Constructive	Polite
Direct	Social	Possessive	Focused
Strong	Trustworthy	Comfortable	High-standard
Assertive	Self-confident	Easy-going	Analytical
Competitive	Friendly	Cautious	Diplomatic
Determined	Generous	Steady	Emotional
Self-confident	Cautious	Fixed	Tactical
Risk-calculating	Controlling	Alert	Individual
Moderate	Selective	Willing	Self-confident

✨ AI Adjective Insights

D: Agreeable

With a very low Dominance score (10% natural), this candidate is unlikely to be assertive or confrontational. 'Agreeable' reflects a preference for cooperation and harmony over pushing their own agenda, which aligns with their high Steadiness.

S: Patient

A very high Steadiness score (85% natural) suggests a calm, persistent, and methodical individual. 'Patient' is crucial for a Sr Full Stack Developer, enabling them to meticulously work through complex problems and long development cycles.

I: Quiet

An extremely low Influence score (0% natural) indicates a strong disinclination towards social interaction and expression. 'Quiet' accurately describes someone who is reserved and prefers minimal social engagement, fitting for a task-focused developer role.

C: Precise

With a very high Compliance score (84% natural), the candidate is highly focused on accuracy, standards, and details. 'Precise' is paramount for a software developer, where exactness in code and logic is critical for functionality and quality.

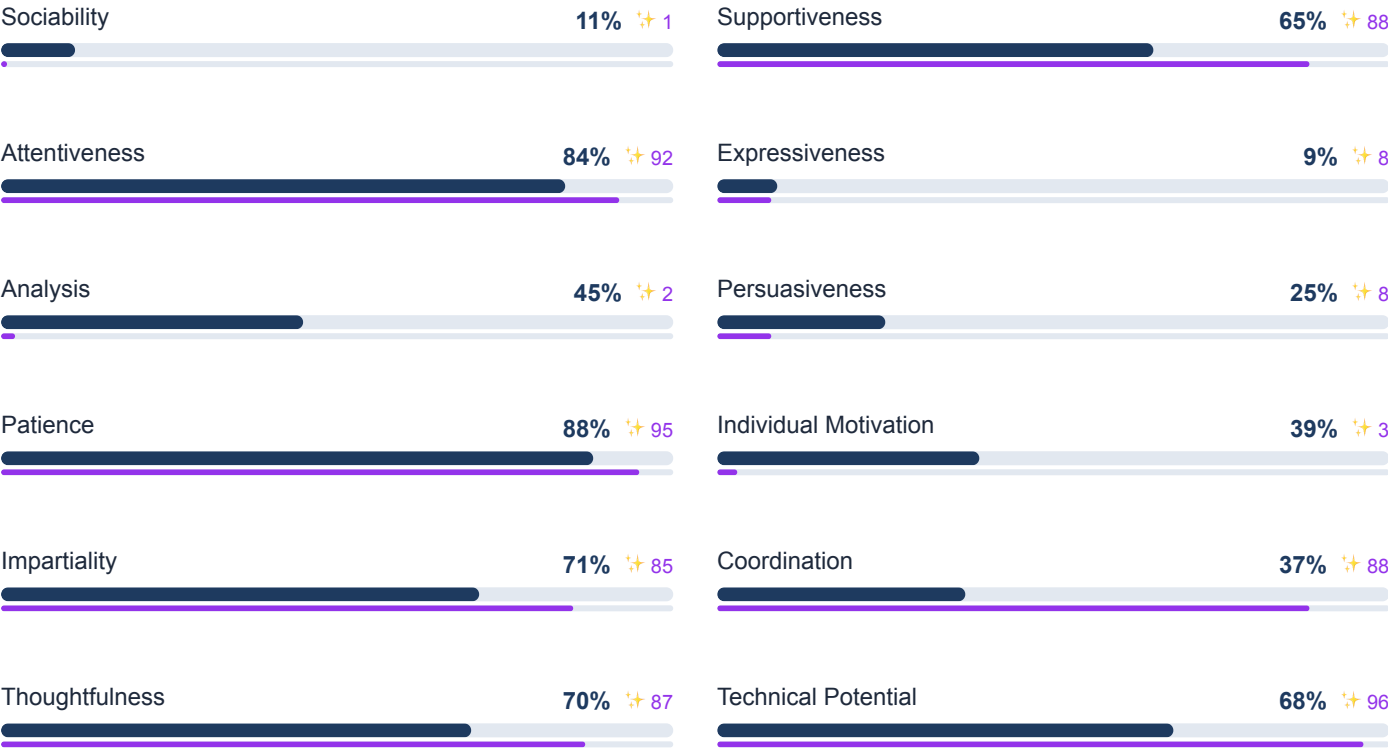
Competency Scores

10 key competencies measured on a 0-10 scale

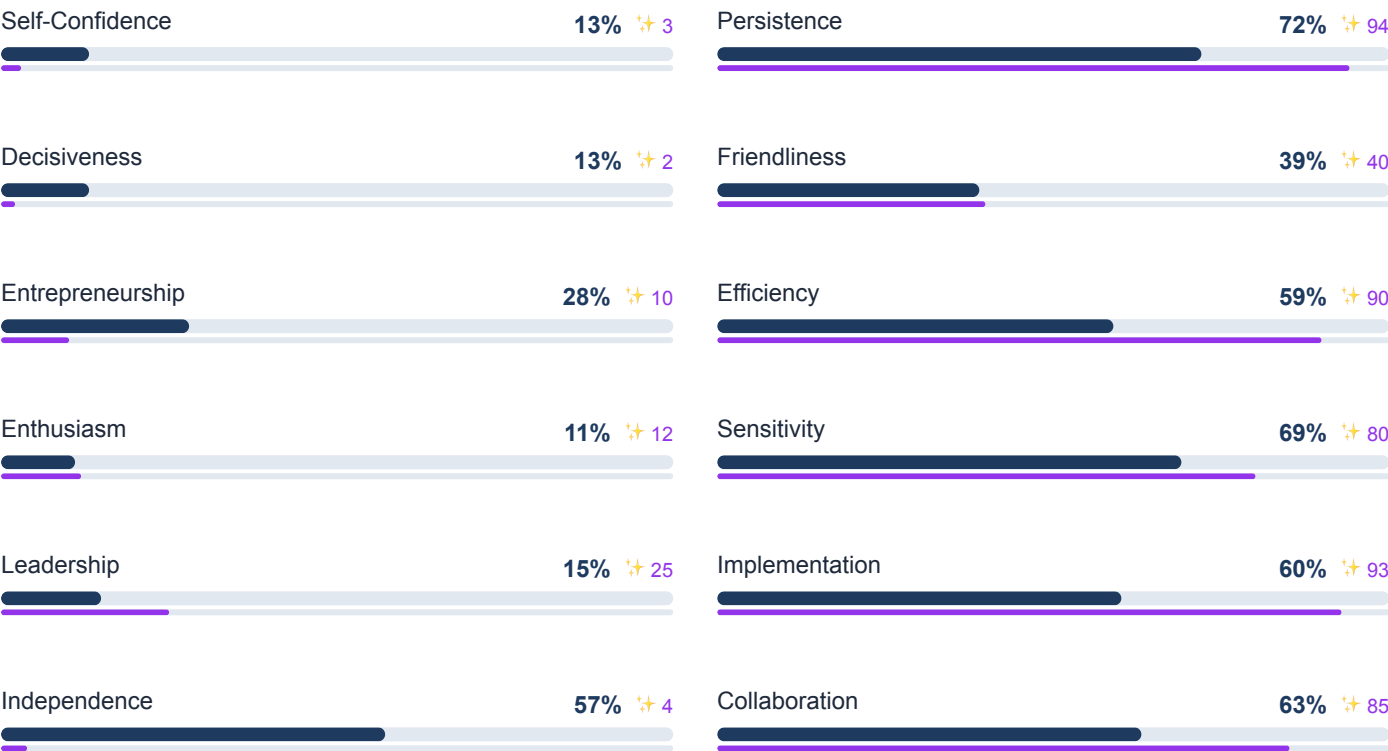


★ Purple bars indicate AI-adjusted scores based on comprehensive profile analysis

Competencies (1/2)



Competencies (2/2)



Stress Sources & Motivation

Stress Sources

Factors that may cause stress for this personality type

Sample User experiences stress when faced with sudden changes or unstable work environments. They prefer predictable routines and need time to adjust to new situations.

Sample User can become stressed when pushed to make quick decisions without adequate time for consideration. They prefer to think things through carefully before committing.

Sample User may feel overwhelmed when placed in highly competitive or confrontational situations. They prefer cooperative environments where everyone works together toward common goals.

Sample User gets stressed when they feel unsupported or when their loyalty is not reciprocated. They value long-term relationships and become anxious when these are threatened.

Sample User experiences tension when required to take on leadership roles unexpectedly or when asked to delegate tasks. They prefer clear guidelines and defined responsibilities.

Motivation

What motivates this personality type

Sample User is motivated by stability and security in their work environment. They perform best when they have a clear understanding of expectations and consistent routines.

Sample User values appreciation for their loyalty and dedication. Acknowledging their steady contributions and reliability keeps them motivated and engaged.

Sample User is energized by harmonious relationships with colleagues. A supportive team environment where everyone cooperates brings out their best performance.

Sample User is motivated by opportunities to help others and contribute to the team's success. They find satisfaction in supporting colleagues and being a reliable team member.

Sample User appreciates having adequate time to complete tasks properly. Clear deadlines with reasonable timeframes help them feel comfortable and perform at their best.

Career Paths & Response Analysis

 **Ideal Jobs**

Career recommendations based on DISC profile

Nurse

Social Worker

Teacher

Customer Service Representative

Administrative Assistant

Counselor

Human Resources Specialist

Librarian

Veterinarian

Physical Therapist

Dental Hygienist

Medical Assistant

Childcare Provider

Family Therapist

Insurance Agent

Expert Analyst

Engineer

Artist

Computer Programmer

Critic

Diplomat

Inventor

Accountant

Research Scientist

Geologist

✦✦ Site Reliability Engineer

✦✦ Quality Assurance Engineer (SDET)

✦✦ Data Engineer

✦✦ Backend Software Engineer

✦✦ DevOps Engineer

✦✦ Technical Architect (Systems Focus)

 **Response Breakdown**

How you responded to each trait category

Most Like Me

Dominance	2
Influence	0
Steadiness	12
Conscientiousness	10

Least Like Me

Dominance	9
Influence	9
Steadiness	2
Conscientiousness	4

✨ AI Psychological Analysis

Deep psychological insights generated by AI for employer evaluation

DISC Personality Assessment: Deep Psychological Analysis for Sample user

Candidate: Sample User

Age: 24

Gender: Male

Current/Target Job Role: Sr Full Stack Software Developer

Career Level: Mid Level

Industry: Technology

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1 EXECUTIVE SUMMARY

Sample User presents as a highly detail-oriented, systematic, and stable individual, ideally suited for roles requiring precision and consistent quality. His natural and adapted profiles indicate a strong preference for established procedures and a cautious, analytical approach, making him a reliable and thorough contributor in a technology environment, particularly in his Sr Full Stack Software Developer role.

2 PSYCHOLOGICAL PROFILE DEEP DIVE

Sample's core psychological drivers are rooted in a profound need for accuracy, stability, and adherence to high standards. His dominant Steadiness (S: 85% Natural, 91% Adapted) and Compliance (C: 84% Natural, 80% Adapted) reveal a personality that thrives on predictability, detailed processes, and a methodical approach. He is driven by a desire to produce error-free work and ensure quality, prioritizing data and facts over intuition or emotional appeal. His extremely low Dominance (D: 10% Natural, 22% Adapted) and Influence (I: 0% Natural, 4% Adapted) scores, coupled with low self-confidence (13%), sociability (11%), leadership (15%), and enthusiasm (11%), indicate a reserved, introverted, and non-assertive individual. He is a deep thinker who prefers to observe and analyze rather than lead or engage in extensive social interaction. At 24, this profile suggests a strong foundational focus on mastering technical skills and building expertise through meticulous work, rather than seeking outward recognition or social influence. His slight adaptation in D and I suggests a minimal, perhaps learned, effort to be marginally more assertive or outwardly engaged in a work context, but it doesn't fundamentally shift his core reserved nature.

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3 WORKPLACE BEHAVIOR PATTERNS

How they approach tasks and responsibilities: *Sample approaches tasks with extreme diligence and meticulousness. He will likely follow established coding standards, architectural guidelines, and project specifications precisely. His high attention (84%) and persistence (72%) mean he will dive deep into technical problems, ensuring comprehensive solutions and minimal oversight. He values quality and correctness above speed, preferring to get it right the first time.*

Their natural work rhythm and pace: His work rhythm is steady, consistent, and deliberate. He prefers a predictable workflow and can become agitated by frequent interruptions or sudden, drastic shifts in priorities. He is not a sprinter but a marathon runner, delivering high-quality output consistently over time. His patience (88%) allows him to work through complex, intricate problems without becoming frustrated.

Decision-making style: *Sample's decisions are data-driven, analytical, and cautious. He will gather all available information, weigh pros and cons meticulously, and consider all potential risks and implications before committing. He will gravitate towards proven methods and solutions, rather than experimental or unverified approaches. This makes him an excellent choice for critical system components where reliability is paramount.*

How they handle pressure and deadlines: He handles pressure best when it is structured and predictable. Given clear deadlines and well-defined tasks, his persistence (72%) and stability (86%) will enable him to methodically work towards completion. However, he may struggle with sudden, chaotic pressure, highly ambiguous requirements, or last-minute changes, as these disrupt his need for order and precision. He might internalize stress rather than express it outwardly.

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4 INTERPERSONAL DYNAMICS

Communication style and preferences: *Sample's communication style is likely factual, precise, and concise. He prefers written communication (e.g., detailed documentation, clear tickets) over impromptu verbal discussions. He will speak when he has something concrete to contribute, often after careful consideration. He is an excellent listener but may not volunteer information readily or engage in small talk. He appreciates clear, logical instructions and explanations.*

Team collaboration patterns: He is a reliable and supportive team member, contributing through his technical expertise and meticulous work. His teamwork score (56%) suggests he can collaborate effectively, but he won't be the one driving social interaction or team-building initiatives. He prefers to focus on his assigned tasks, ensuring his contributions are accurate and integrate seamlessly with others' work. He values competence and mutual respect within the team.

How they build relationships at work: *Relationships are built on trust, competence, and reliability rather than social charm or shared interests outside of work. He earns respect through his consistent high-quality output and thoroughness. He may take time to open up but will be a loyal and dependable colleague once trust is established.*

Potential friction points with other personality types:

High D individuals: *May find Sample too slow, indecisive, or lacking in assertiveness. They might become impatient with his need for detailed analysis before action.*

High I individuals: *May find him overly serious, reserved, and lacking enthusiasm or social engagement. Sample, in turn, might view them as disorganized or overly focused on superficial interactions.*

High S individuals (if too resistant to change): *While Sample is high S, his adaptability at 63% suggests he can adjust. However, an extreme S who is resistant to any* change might clash with his moderate adaptability.*

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5 LEADERSHIP & MANAGEMENT POTENTIAL

Natural leadership style (if applicable): *Sample is not a natural front-line leader or motivator (leadership 15%). His natural style would be that of a "subject matter expert" or "technical lead" who influences through the quality of his work, detailed knowledge, and adherence to best practices. He might lead by example, setting a high bar for technical excellence and precision.*

How they respond to authority: He respects competent authority, particularly when it is based on logic, expertise, and established rules. He will follow instructions diligently, especially if they are clear, well-reasoned, and align with quality standards. He is unlikely to challenge authority openly unless he identifies a significant flaw or risk based on his detailed analysis.

Their potential for managing others: *At 24, and with his current profile, managing others is not his immediate strength or inclination. If he were to manage, it would be through setting clear expectations, establishing robust processes, and ensuring quality control. He would provide detailed, constructive feedback focused on technical accuracy and adherence to standards, rather than motivational coaching or big-picture vision setting. His low self-confidence and sociability would make people management challenging without significant development.*

Coaching and development approach: As a coach, he would be patient and thorough, providing detailed, step-by-step guidance. He would focus on skill development and process improvement, ensuring the coachee understands the "how" and "why" behind each action.

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6 HIDDEN STRENGTHS

- 1. Exceptional Bug Detection & Quality Assurance:** His extreme attention (84%), compliance (84%), and patience (88%) make him an invaluable asset for identifying subtle bugs, inconsistencies, and edge cases that others might miss. In a Sr Full Stack role, this translates directly into robust, high-quality code.
- 2. Unwavering Reliability and Follow-Through:** Employers can count on Sample to deliver on his commitments. His high Steadiness and Persistence (72%) ensure that once he undertakes a task, he will see it through to completion, even if it requires significant detailed effort.
- 3. Deep Technical Mastery:** His preference for deep dives, analytical approach, and persistence means he has the potential to become a true subject matter expert in specific technical domains, building profound knowledge that underpins complex systems.
- 4. Stability in Crisis (Structured):** While not a leader, in a structured crisis (e.g., a known system outage with a clear troubleshooting guide), his calm demeanor (stability 86%) and methodical approach can be a grounding force, helping to systematically work through issues without panic.

7 POTENTIAL BLIND SPOTS

- 1. Risk Aversion & Innovation Hesitation:** His strong preference for established methods and data-driven decisions might lead to an over-cautious approach, making him hesitant to explore innovative or untested solutions, potentially slowing down progress in fast-evolving areas.
- 2. Perceived Lack of Initiative/Assertiveness:** His low D and I, combined with low self-confidence (13%), might lead others to perceive him as lacking initiative or being unwilling to voice his opinions or push back, even when he has valuable insights. He might not proactively suggest improvements or take the lead on new features without explicit direction.
- 3. Difficulty with Ambiguity and Rapid Change:** While his adaptability is moderate (63%), his core SC profile means he thrives on clarity. Highly ambiguous requirements, frequent pivots, or a chaotic work environment could be a significant source of stress and reduced efficiency for him.
- 4. Under-communication of Progress or Issues:** Due to his reserved nature and low sociability (11%), he might not proactively communicate progress, potential roadblocks, or the need for help. This could lead to surprises for team leads if not managed with clear reporting structures.

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8 OPTIMAL WORK ENVIRONMENT

Sample would thrive in an environment characterized by:

Clear Structure and Processes: *Well-defined coding standards, project methodologies, and quality assurance protocols.*

Focus on Quality and Accuracy: A culture that values thoroughness, precision, and robust solutions over speed at all costs.

Predictable Workflow: *Minimal unplanned interruptions, clear task assignments, and realistic deadlines.*

Quiet and Focused Workspaces: An environment that allows for deep concentration without constant distractions.

Competent and Supportive Colleagues: *Team members who are also technically proficient and respect his methodical approach.*

Opportunities for Deep Technical Contribution: Roles where he can specialize and become an expert in a specific technical area, rather than being a generalist or front-facing leader.

* **Constructive, Factual Feedback:** Feedback should be specific, data-driven, and delivered in a calm, logical manner.

9 INTERVIEW TIPS FOR EMPLOYERS

1. **"Describe a time you had to ensure the quality and accuracy of a critical piece of code or system.**

What was your process, and what steps did you take to prevent errors?" (Probes his C and S, attention to detail, and methodical approach in a developer context).

2. **"Walk me through a complex technical problem you've faced. How did you approach understanding the problem, identifying solutions, and implementing the fix?"** (Focuses on his analytical process, persistence, and problem-solving style without requiring high assertiveness).

3. **"Tell me about a time when project requirements were unclear or changed significantly mid-project. How did you adapt, and what challenges did you face?"** (Examines his adaptability (63%) and how he manages his core need for structure and clarity when faced with ambiguity).

4. **"How do you prefer to receive feedback or instructions on your work? What helps you perform your best?"** (Reveals his communication preferences and how to best support his need for clear, factual guidance).

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10 DEVELOPMENT RECOMMENDATIONS

- 1. Strategic Thinking & Proactive Problem-Solving:** Encourage Sample to move beyond simply executing tasks to actively identifying potential architectural improvements, proposing solutions, and anticipating future technical challenges. This can be fostered through mentorship with a more experienced architect or by assigning him to research and evaluate new technologies, with clear guidelines.
- 2. Enhancing Communication for Impact:** Provide opportunities and coaching to improve his ability to articulate his technical insights, present findings clearly (e.g., in stand-ups or team meetings), and advocate for his solutions. This isn't about becoming more social, but about making his valuable contributions heard and understood more effectively. Structured presentation training or mock technical discussions could be beneficial.
- 3. Calculated Risk-Taking & Embracing Iteration:** Help him become more comfortable with the idea of "good enough for now" or iterating on solutions, especially in fast-paced development cycles. This can be achieved by working on projects with lower stakes initially, where experimentation is encouraged, and by pairing him with colleagues who demonstrate effective iterative development. This will help him balance his need for perfection with the realities of agile development.