# Fictional sample DISC report

Report reference FICTIONAL-SAMPLE | Completed October 17, 2026

This report explains how your four DISC scores relate, where the combined pattern may add value, where it can become costly, and what to test in real work. The scores are separate 0-100 assessment positions, not percentiles or grades.

## FICTIONAL EXAMPLE

Invented answers for a sample report. This is not a real person's assessment or a result assigned to you.

## Your report at a glance

One idea to explore: Push for a demanding result that can withstand scrutiny.

**D: 83/100 | I: 58/100 | S: 38/100 | C: 79/100**

### One practice to try: Match rigor to consequence

Classify three decisions by reversibility and set evidence depth before analysis.

Notice what changes: Track decision cycle time and material errors.

### A question to discuss

Which part of this pattern helps the work most in our current context?

Compare these suggestions with recent examples. Keep what fits and question what does not. The detailed scores, explanations, evidence limits and team conversation card follow.

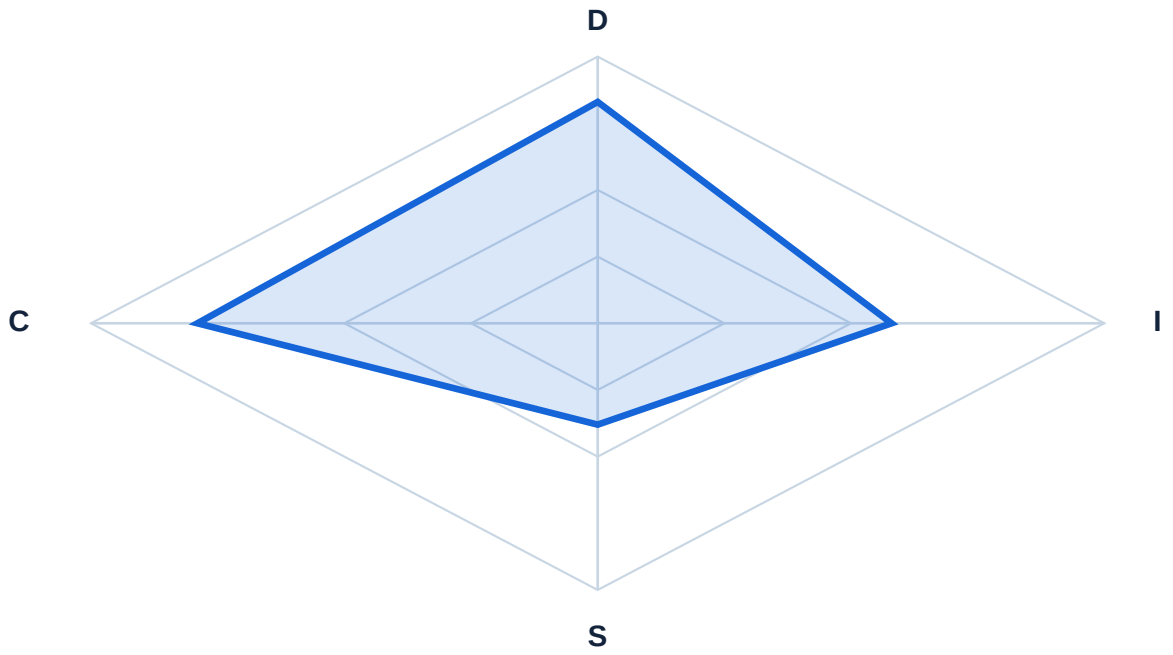
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| D | I | S | C |
|---|---|---|---|
| Dominance | Influence | Steadiness | Conscientiousness |
| **83**/100 | **58**/100 | **38**/100 | **79**/100 |

## DISC radar map




Distance from the center shows each 0-100 scale score. Shape and area are visual aids, not an overall score.

## Dominance-Conscientiousness Blend

These two scores are close and separated from the remaining scores. Their relationship does not establish when or how either behavior appears.

# Your report in plain English

DISC is a vocabulary for discussing observable approaches to work and communication. It is not a diagnosis, a grade, or a complete personality description.

### Your first takeaway

**The Strategic Challenger: Push for a demanding result that can withstand scrutiny. This is the central working hypothesis to verify, not a fixed identity.**

| | |
|---|---|
| **D - Decisions and results** | How you tend to approach problems, obstacles, authority, and forward movement. |
| **I - People and expression** | How you tend to share ideas, create enthusiasm, persuade, and build social momentum. |
| **S - Pace and continuity** | How you tend to respond to change, maintain rhythm, listen, support, and follow through. |
| **C - Standards and evidence** | How you tend to use criteria, facts, structure, accuracy, and risk controls. |

Each letter has its own 0-100 scale. The scores do not add to 100, and a higher number is not better.

## How to use the rest of this report

1. Read the score pattern as a hypothesis, not a verdict.
2. Look for repeated examples in more than one setting.
3. Ask other people what they actually experience.
4. Choose one small experiment and observe the result.
5. Keep capability, capacity, authority, integrity, and performance separate from DISC.

## How to read the four scores

1. Each score uses a 0-100 assessment scale: 0 is the low end, 50 is the middle, and 100 is the high end. These are score anchors, not population percentiles.
2. The four scores stand on their own and do not add to 100.
3. A category cue is the same hypothesis at any supported score; this assessment has not established that 75 means the behavior is stronger or more frequent than 54.
4. A lower score is not evidence of a weakness, a missing resource, or the opposite trait.
5. Do not confuse a DISC score with capability, capacity, integrity, or guaranteed performance.

TWO-SCORE BLEND

# The Strategic Challenger

**Push for a demanding result that can withstand scrutiny.**

**D 83 and C 79 form the close leading pair; the remaining scores are I 58 and S 38.**

This pattern combines decisive drive with evidence, standards, and risk awareness. It can produce bold but defensible decisions; its central tension is ending analysis at the right point and preventing high standards plus strong control from narrowing ownership around one person.

## The central dynamic

D pushes for outcome, authority, and speed; C pushes for criteria, proof, and quality. Together they test both whether the work matters and whether it will hold up.

| What reinforces | Where tension appears |
|---|---|
| - Challenges weak assumptions and vague accountability.<br>- Connects ambitious outcomes to explicit standards.<br>- Can make difficult decisions without abandoning evidence. | - Urgency and analysis may alternate, creating pressure followed by rechecking.<br>- Confidence plus standards can make other approaches feel prematurely unacceptable.<br>- Control of result and control of method can become concentrated. |
| **Best contribution** | **Overextension risk** |
| - Complex, high-consequence decisions.<br>- Turnaround, strategy, design, and quality-critical work.<br>- Problems requiring both challenge and disciplined reasoning. | - Demanding speed and near-perfect quality at the same time.<br>- Moving the standard after work begins.<br>- Critiquing options without making the decision boundary explicit. |

Interpret the combined pattern as a structured hypothesis. Confirm it with repeated examples, counterexamples, and feedback; DISC does not establish skill, integrity, capacity, fit, or performance.

# Likely situational shifts to verify

Mixed patterns become useful when the report explains the situation that may make one operating priority more visible than another.

| Situation | Likely move | Watch for |
|---|---|---|
| The evidence is weak | Interrogate assumptions and tighten standards. | Define what evidence would be sufficient. |
| The decision is stalled | Force a boundary, owner, and deadline. | Make accepted residual risk visible. |
| Execution disappoints | Increase personal control and scrutiny. | Fix the operating system before assuming a people problem. |

# Workplace implications

| | |
|---|---|
| **Communication** | Lead with outcome, governing criteria, evidence, and the decision boundary. |
| **Decisions** | Classify choices as reversible or high-consequence; scale evidence and review accordingly. |
| **Leadership** | Set demanding standards, explain their consequence, and leave method ownership where possible. |
| **Collaboration** | Ask for alternatives and specify what would make them acceptable. |
| **Conflict** | Separate disagreement about facts, standards, authority, and risk; resolve the actual category. |
| **Change** | Use controlled experiments for reversible moves and formal gates for high-consequence change. |
| **Client work** | Strong in complex consultative work; translate technical rigor into commercial consequence and avoid overwhelming the buyer. |

# Three profile-specific priorities

Each practice includes an observable measure so development does not collapse into generic advice.

| Priority | Practice | Measure |
| --- | --- | --- |
| Match rigor to consequence | Classify three decisions by reversibility and set evidence depth before analysis. | Track decision cycle time and material errors. |
| Freeze the standard | Agree on minimum, target, and exceptional quality before execution. | Track late requirement changes and revisions. |
| Preserve ownership | Define what the owner may decide without additional approval. | Track decisions escalated back unnecessarily. |

# Share this with the team

### Use this pattern for

- Complex, high-consequence decisions.
- Turnaround, strategy, design, and quality-critical work.
- Problems requiring both challenge and disciplined reasoning.

### Call a pause when

- Demanding speed and near-perfect quality at the same time.
- Moving the standard after work begins.
- Critiquing options without making the decision boundary explicit.

### Ask together

- Which part of this pattern helps the work most in our current context?
- What early signal tells us the pattern is being overused?
- What outcome, authority, support, or system change is needed separately from DISC?

### Working agreement

Name the governing outcome, the behavior others should expect, the early overuse signal, and the response the team is authorized to use.

# Recognition cues and communication for others

The descriptions and integrated profile use D (83/100), C (79/100): each is above 50, the middle of this assessment scale. Interpretation: two-score blend. The score-pattern label describes the numerical relationship; nearby supporting lenses are hypotheses, not additional measured traits. Scores at or below 50 receive no trait description. Small answer changes can change this hypothesis; verify it against examples.

## D - Dominance (83/100)

**Why this cue is shown: the score is above the current high-score marker and the score relationship supports this category.**

**How this may look:** Check for a repeated pattern across settings: you move quickly toward a decision or measurable outcome; challenge obstacles or assumptions directly; and prefer clear authority with room to act.

**Do not assume:** Do not infer this pattern from bluntness, seniority, or one urgent situation.

## C - Conscientiousness (79/100)

**Why this cue is shown: the score is above the current high-score marker and the score relationship supports this category.**

**How this may look:** Check whether you repeatedly ask for criteria or evidence, prepare and verify accuracy, notice risk or standards, and prefer a clear definition of done.

**Do not assume:** Do not infer this pattern from intelligence, competence, or perfectionism.

## How others can communicate with your Dominance + Conscientiousness score pattern

Start with the required outcome, governing criteria, and decision boundary. Bring concise evidence, distinguish reversible from high-consequence choices, and agree when analysis ends and action begins.

This is a hypothesis for others to test from two close scores above 50 - not proof that both behaviors appear in every situation or with a score-calibrated intensity.

# Validation worksheet

Turn the profile into evidence. Write a recent example, counterexample, and next action for each question.

**1. Which guidance matches repeated behavior across at least two settings?**

_____

_____

**2. Which statement is inaccurate, outdated, or true only in one context?**

_____

_____

**3. When does the pattern improve an outcome, and when does it create a cost?**

_____

_____

**4. What should others do when the pattern is being overused?**

_____

_____

**5. What capability, capacity, authority, or system issue must be assessed separately from DISC?**

_____

_____

DISC scores summarize how you answered this instrument. This CheckYourDISC instrument is not population-normed and has not been independently evaluated to establish reliability, validity, fairness, or predictive performance. Do not use it for hiring, promotion, discipline, termination, or any other consequential employment decision. It does not measure competence, intelligence, integrity, employability, or job performance.

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## The 702it Business Operating System

A practical way to inspect seven connected business systems and turn findings into owned priorities.

| | | | |
|---|---|---|---|
| **Communication**<br>The right message reaches the right person, in the right form and time, with confirmation. | **Information**<br>People can find and trust the current records, facts, and knowledge required for the work. | **Security**<br>Access, assets, and data are protected without unnecessarily stopping the work. | **Operations**<br>Work, handoffs, ownership, and the definition of done are clear and repeatable. |
| **Continuity**<br>Alternate owners, recovery plans, and resilient resources keep essential work moving. | **Control**<br>Authority, ownership, exceptions, standards, and escalation paths are visible. | **Intelligence**<br>Business signals become decisions, action, measurement, and review. | **One operating view**<br>Seven connected systems make gaps and priorities easier to see. |