

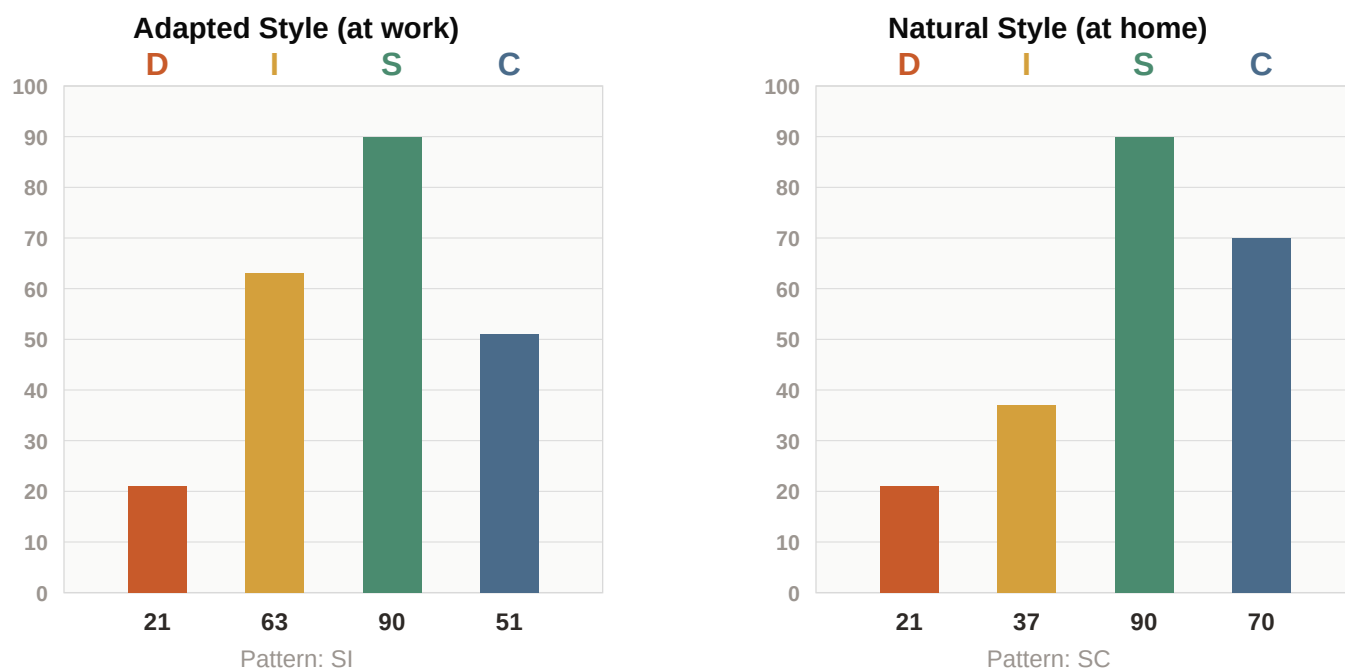


DISC Behavioral Assessment

Sample Candidate

Friday, October 9, 2026

YOUR DISC PROFILE



Your Adapted Style shows how you behave at work. Your Natural Style reflects your instincts when relaxed.

Where You're Adapting

You're adapting across 2 dimensions, which represents a meaningful energy investment. This adaptation is sustainable for now, but you may have less capacity for additional demands than it appears.

THE ANCHOR

Loyalty is your defining trait. You build relationships that last decades, not quarters. When you commit to a person, a team, or a cause, that commitment runs deep. Others sense this about you — it's why they trust you with things they wouldn't share with anyone else.

At your core, it's connection through loyalty. Not the broad, energetic connection of high-I — the deep, enduring connection that comes from showing up consistently over time. What you value most is knowing that the people in your life can count on you, and that those same people will be there tomorrow. Your relationships aren't built on excitement. They're built on trust. When your head hits the pillow, you ask: Did I help? Were people better off because I was there? Did I keep my commitments? You measure your day by the quality of your presence, not the quantity of your output. A day where you supported someone through something difficult feels more meaningful than a day of personal wins.

UNDER PRESSURE

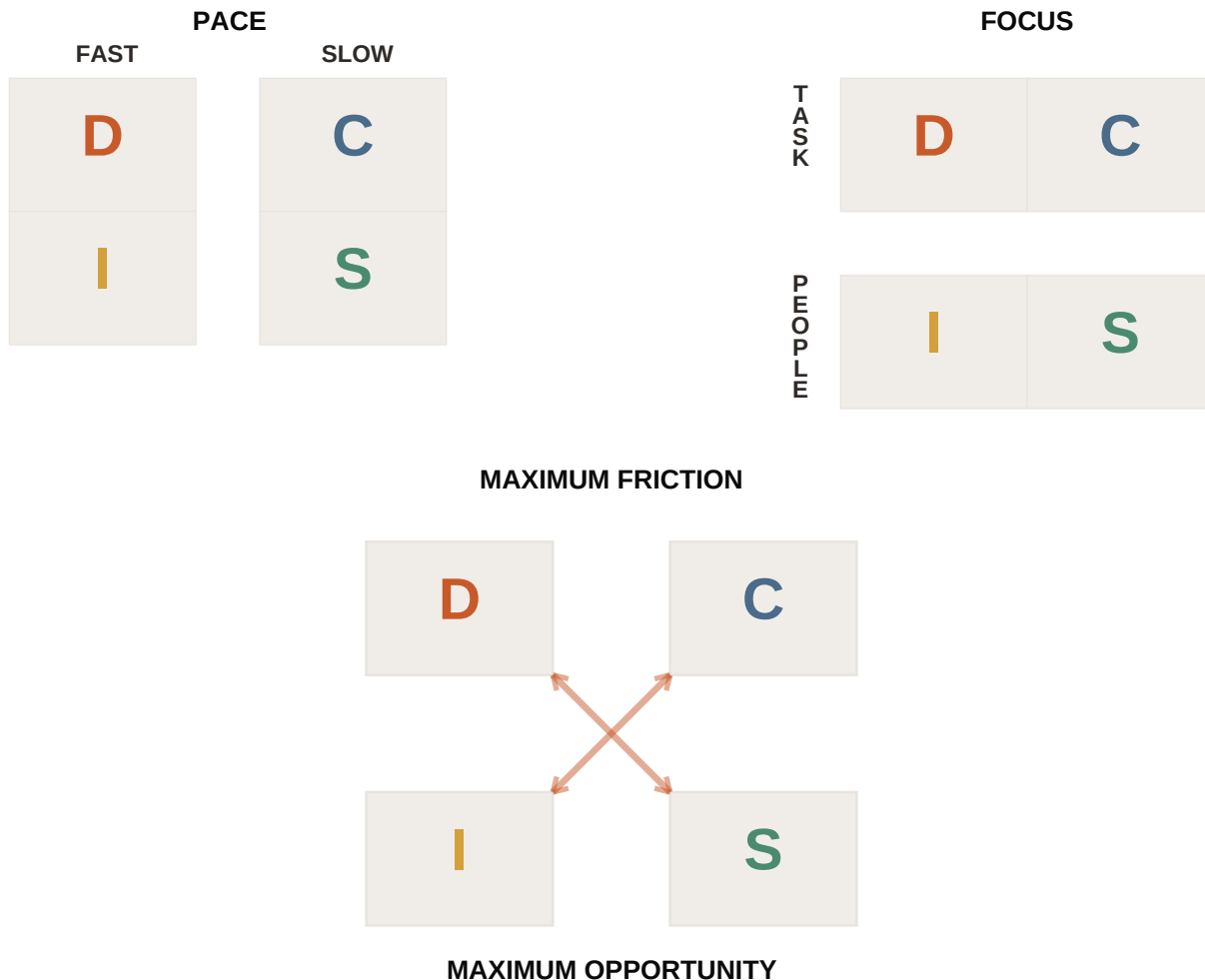
Under stress, you become quieter. Not calmer — quieter. You may withdraw into yourself, processing internally while presenting a neutral exterior.

THE GROWTH EDGE

Your loyalty becomes a liability when it keeps you in situations that are actively harmful. At 90%, your commitment to people and stability is profound — but it can trap you in relationships, roles, or organizations that don't deserve your dedication. The growth edge is learning that leaving a bad situation isn't disloyalty — it's wisdom.

WHY YOU CLICK WITH SOME PEOPLE AND CLASH WITH OTHERS

Every relationship has a natural dynamic. The DISC model helps you see it clearly by mapping two axes: pace, which is how fast you move, and focus, which is what drives your decisions. When you share an axis with someone, things click without effort. When you don't share either axis, connection takes real work. That's not a problem to solve. It's a pattern to understand, because the people who stretch you most are often the ones who complete your blind spots.



THE TEACHING

Under stress, people polarize to their corner. The instinct is to double down on what feels natural. The answer is leaning toward the opposite — the person who frustrates you most is usually the one you need most.

Turning friction into opportunity is what separates a group from a team. The strongest teams aren't clusters of similar people — they've learned to meet in the middle, combining different strengths to solve problems no single style can handle alone.

HOW TO WORK WITH YOU

Share this page with your team, your manager, or anyone you work closely with.

The Quick Version

Give me context before asking for change. I need to understand the why, not just the what. Consistency builds trust with me — if you say you'll do something, do it. Don't mistake my calm for lack of opinion.

DO	DON'T
Explain the reasoning behind changes	Spring major changes without warning
Give me time to process before deciding	Push for immediate decisions
Be consistent in how you operate	Be confrontational or aggressive
Show that you value the relationship	Dismiss my concerns about impact on people
Follow through on commitments	Create unnecessary urgency

HOW TO ADAPT TO OTHERS

HIGH-D

High-D colleagues move faster than feels comfortable. Match their pace in communication — get to the point quickly and save context for when they ask. Don't interpret their directness as dismissal.

HIGH-S

Working with another high-S creates natural rapport but potential stagnation. You understand each other's need for stability — use that foundation to push each other toward necessary changes. Agree on a pace, then hold each other accountable to it.

HIGH-I

High-I colleagues bring energy that can feel excessive but valuable. Lean into their enthusiasm — it often surfaces ideas worth considering. Just make sure to nail down specifics before they move on.

HIGH-C

High-C colleagues share your appreciation for doing things right. Collaborate on quality and process. The risk is that together you might move too slowly — set explicit deadlines to ensure thoroughness doesn't become paralysis.

The Pattern to Notice

Watch for the pattern of absorbing more than your share to keep the peace. Your willingness to take on others' burdens — emotional, practical, or both — can become an invisible drain that depletes you while others remain unaware of the cost.

YOUR BLIND SPOT

Your preference for harmony can lead you to absorb problems rather than address them. By smoothing things over, you may enable dysfunction that needs to be confronted.

HOW TO SPOT EACH STYLE IN 30 SECONDS

D: Fast pace, direct eye contact, bottom-line focus. I: Animated gestures, warm energy, storytelling. S: Calm demeanor, patient listening, thoughtful pauses. C: Precise language, detailed questions, systematic approach.

PUTTING IT TO WORK

Three Things to Try This Week

1. Voice one opinion you would normally keep to yourself. It doesn't have to be confrontational — just visible.
2. When asked to take on something that depletes you, try: 'Let me think about that and get back to you.'
3. Identify one change at work you've been resisting. Ask honestly: is your resistance protecting quality, or comfort?

A Question Worth Sitting With

Your largest adaptation is pushing your Influence higher than natural. This suggests your role demands more of this quality than you'd naturally bring. Consider: is this stretch developing you, or depleting you?

ABOUT THIS ASSESSMENT

DISC theory was developed by psychologist William Moulton Marston in 1928. Unlike personality assessments that measure fixed traits, DISC focuses on behavioral styles — how you tend to act, not who you fundamentally are. This report is data, not a label. Use it as a starting point for reflection.

WANT TO GO DEEPER?

AI Labs offers team assessments, leadership workshops, and hiring integration. Reply to the email that delivered this report if you want to discuss your results or explore how DISC applies to your team.

[] AI LABS

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