



DISC Benchmark Profile

A Benchmark Profile for **Car Salesman**

Personalized Report For: Hiring Steps

10/22/2024

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Inside This Report

How to use this Report

The DISC benchmark report evaluates candidates by first measuring and then identifying how the candidate's typical behavioral style matches the behaviors associated with likely success on the job. This report can be used to identify potential strengths and potential risks for the candidate, but **should not be used as the only tool** for making a selection decision.

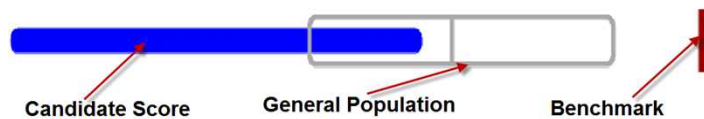
Understanding DISC Benchmarks

DISC benchmarks combine all four dimensions of DISC and use the behavioral similarities and/or differences to maximize behavioral effectiveness anticipated on the job. In this report, all four dimensions of DISC behavior have been integrated in one overall measure when comparing an individual to a targeted job profile.

Job Profile

The DISC benchmark rating is scored on a scale between 1% and 100%. The rating represents the strength of the relationship between the candidate's behavioral style and the behavioral tendencies that likely bring success in a specific job.

The higher the rating, the more likely the candidate's natural behavioral style can be applied successfully to get the job done consistent with the chosen job profile.



Candidate Profile

The Candidate Profile is an overview of specific behavioral elements relevant to the candidate.

Job Profile

The Job Profile is an overview of specific behavioral elements relevant to the job that have been chosen as representative of a greater likelihood of success.

Applying DISC Rating

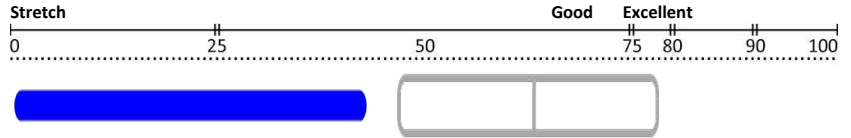
A sequential step-by-step approach to applying your rating score.



Job Profile: Hiring Compared to Car Salesman



DISC Benchmark Rating: 42%

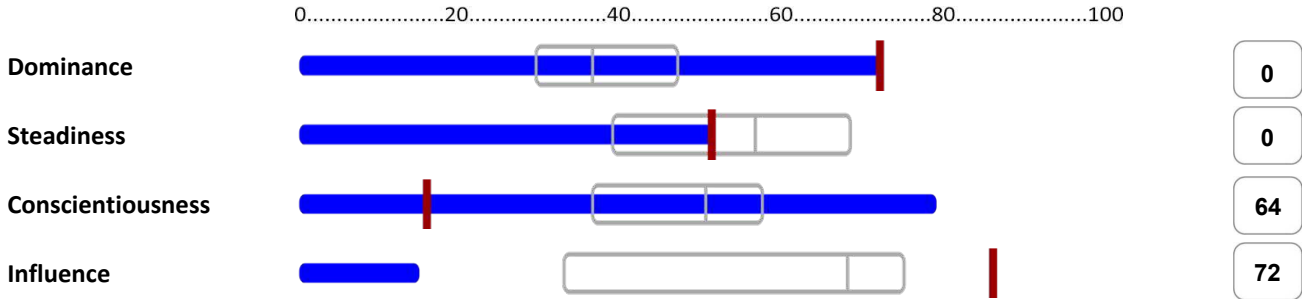


Behavioral Style: Explorer

Blue bar = individual score Red hash mark = benchmark Grey range = general population.

(4) DISC Factor Comparison: Hiring

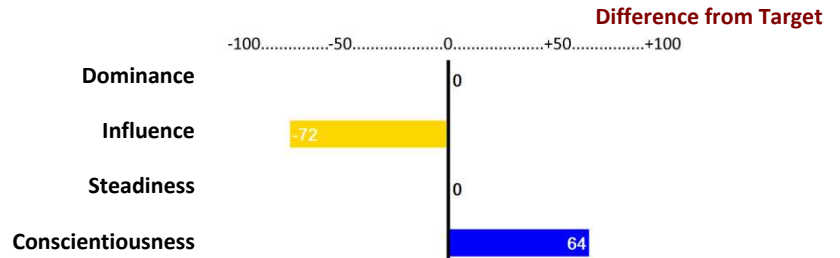
Difference from Target



Description of difference from target (right)

Values closest to (0) zero indicate a greater compatibility for the specific role.

Values furthest from the target indicate a lower compatibility for the specific role.



Hiring's Style Fast Facts:

Integrated Compatibility Rating: **42%**
 Style Category: **Conscientiousness**
 Style Name: **Explorer**
 % of General Population with same style: **3%**

Individual 'Performs Best' When:

- Power and authority to make decisions and create change.
- Challenging assignments that are both detailed and wide in scope.
- Opportunities for one to work alone, and to think things through.

Strengths Individual Brings to Role:

- You are able to look at a project from a "big picture" perspective, while keeping track of the details and minutiae that contribute to each step.
- You tend to make day-to-day operational decisions very quickly and easily. You devote substantially more time, effort, and caution to larger decisions.
- You motivate others on the team with a sense of competition and urgency.

Car Salesman Style Fast Facts:

Integrated Compatibility Rating: **100%**
 Style Category: **Influence**
 Style Name: **Influencer**
 % of General Population with same style: **5%**

Ideal Individual 'Performs Best' When:

- Ability to see rapid results from your efforts.
- New and varied activities; a change-oriented workplace culture.
- A wide scope of involvement with a variety of people.

Ideal Individual for Role:

- You approach projects and express ideas with enthusiasm.
- You are persuasive with customers and peers due to your personal and friendly approach.
- You can work with a variety of people and get things done through mutual cooperation.



12 Behavioral Tendencies – Summary

The primary styles - **D, I, S, and C** - are each influenced by the other three styles in our behavioral expression. Each person is not just one of these styles, rather everyone is the result of all four combining and affecting each other. The following behavioral tendencies are scored based on the way the DISC styles combine and influence one another. On this page the individual can see all 12 Behavioral Tendencies in Summary, and the following pages deliver more detail about each of the measurements.

When comparing the individual to the Benchmark role, be aware that a difference **doesn't mean they won't be successful** in the position. If the tool shows a difference, it is important to examine how the behavior could be expressed for the greatest effectiveness. An adaptation of behavior may be all that is required for the results desired.

Behaviors	Hiring	Car Salesman
Self-Reliance <i>How this individual works within a team.</i>	Directive (D)	Situational
Personal Drive <i>How this individual's own goals move things forward.</i>	Self-Driven (D)	Self-Driven (D)
Providing Instruction <i>How this individual dictates directions and expectations.</i>	Situational	Directive & Compulsive (D)
Building Rapport <i>How this individual focuses when interacting with others.</i>	Results-Focused (D)	Situational
Customer & Team Interaction <i>How this individual engages with customers and stakeholders, internal and external.</i>	Supporting (S)	Engaging (I)
Expressing Openness <i>How this individual is most comfortable expressing themselves.</i>	Structural (C)	Social (I)
Change Resistance <i>How this individual resists engaging with change.</i>	Drives Change (D)	Drives Change (D)
Careful Decision Making <i>How this individual approaches decisions and actions.</i>	Cautious (S)	Impulsive (I)
Work Process Alignment <i>How this individual focuses on process to follow through on work.</i>	Accuracy (C)	Consistency (S)
Prioritizing <i>How this individual determines the order for dealing with items or tasks based on established rules and structure.</i>	Situational	Results (D)
Reasoning <i>How this individual uses evidence to think through and solve problems.</i>	Evidence-based (C)	Intuition-based (I)
Accuracy <i>How this individual focuses on correctness and exactness.</i>	Precision (C)	Predictability (S)



12 Behavioral Tendencies – Details & Graphs

For each of the 12 tendencies, you will see a graph and personalized statement for the individual and Benchmark role based on the Natural style tendencies. The scores and statements reveal which style combinations are most observable and describe how each expresses the tendency based on their individual DISC blend.

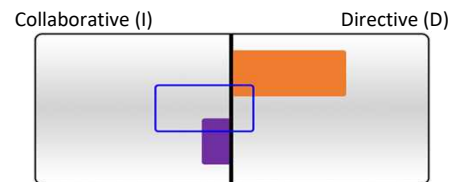
Interpretation Notes:

- Frequency Observed:** The behavioral tendencies are presented in the order from Most Frequently Observed to Least Frequently Observed.
 - HI** – Clearly observed in most situations, seen more often
 - HM** – Frequently observed in many situations
 - MOD** – May or may not be observed depending on the situation
 - LM** – Sometimes observed in some situations
 - LOW** – Absence of the behavior in most situations
- Direction of your score** – As the graph moves to the right or left, it shows how each person will likely express the behavior. If the graphs are near the center, the result is a balancing behavioral effect that will depend on the situation.
- General Population Comparison** – The **blue box** represents the general population in this behavioral tendency. Approximately 68% of people score in this range.

Self-Reliance

Hiring (HM): You are quite results driven, focused on accomplishing things quickly and efficiently and are likely to do so mostly independently and directionally. You will likely do your best work independently when you can manage your productivity and efficiency autonomously. Be sure you are not distancing yourself too much.

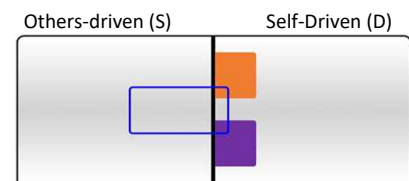
Car Salesman (MOD): You balance results and interaction, getting things done efficiently, but also involving others to get this accomplished as effectively as possible. You are likely to be productive and efficient whether working independently or in collaboration with others, depending on the circumstances and variables of the work.



Personal Drive

Hiring (HM): You are somewhat self-determined, often focused on taking actions that achieve results and goals. You will likely be driven to action based on your own needs and motivations and are likely a self-starter. Be aware that it can be appropriate to support and help others as well.

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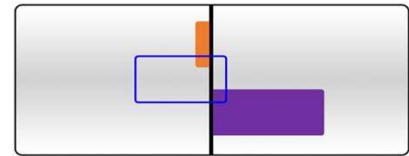


Providing Instruction

Hiring (MOD): You are able to balance the desire to set the expectations or uphold the protocol based on the situation and what is most relevant. You may follow the established structural and procedural guideline if they support the objectives. Keep in mind that sometimes this may come through as difficult for styles that are less focused on tasks and more focused on relationship.

Car Salesman (HM): You are somewhat direct and results-focused, and may prefer to set the course and direct others, rather than following the set expectations. Engaging with others for additional thoughts and perspectives can lead to better outcomes.

Reserved & Detailed (C) Directive & Compulsive (D)

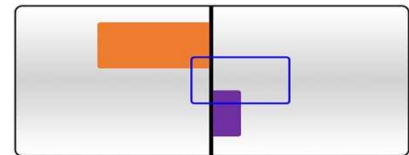


Building Rapport

Hiring (LM): You are somewhat results driven in your interactions, preferring not to connect socially unless there is a specific outcome or purpose. You are more likely to focus on results with a desire to reach a goal or complete a task, rather than connecting or building relationship. Remember, others may like to get to know you more when working together.

Car Salesman (MOD): Your interactions are driven by both a desire to connect with others socially, and to get the work done and reach results. If you can do both at once, that's great!

Results-Focused (D) Relationships-Focused (I)

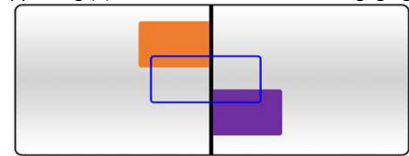


Customer & Team Interaction

Hiring (LM): You are likely to focus on providing support and a calming presence to others, often caring for their needs in a way that builds trust and confidence in your service. You are more likely to do whatever you can to make sure others are taken care of and get what they require. It is important to also be attentive to the needs of the business too.

Car Salesman (HM): You are somewhat engaging, charming, persuasive, and influential, often connecting with others in a way that builds trust and confidence. You are more likely to focus on engaging with the others to create a relationship, interacting with them to build a friendship to ensure they will come back to work with you directly. Sometimes business should be just business.

Supporting (S) Engaging (I)

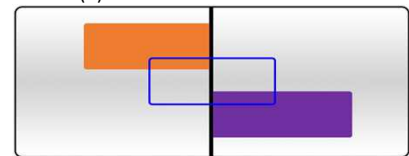


Expressing Openness

Hiring (LOW): You are very comfortable when focused on the structure, detail and accuracy requiring adequate time for planning and consideration of consequences before acting. You are likely to be more confident with data, information and procedures that ensure precision. Remember, there are times when creating connection with others can boost your success as well.

Car Salesman (HI): You are very comfortable when interacting with others, quick paced and focused on personal connections, and may tend to embellish to capture attention. You are likely to be most confident and comfortable when interacting with others, and are likely to trust information passed along through people you trust. Remember, sometimes having the support documentation is important too.

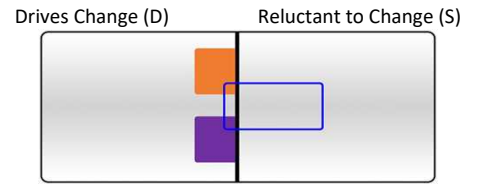
Structural (C) Social (I)



Change Resistance

Hiring (LM): You are likely to be more firm in times of change, preferring to lead and direct activities focused on results and solutions. You are likely to respond/interact in change by driving action and facing it head on as it comes. You may even want to change things just to see how it can be different. Sometimes keeping things consistent is good too.

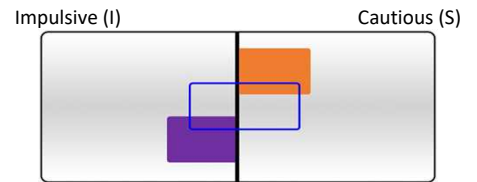
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Careful Decision Making

Hiring (HM): You often carefully and cautiously consider the risks and benefits, while weighing the pros and cons to prepare for the outcome. You are likely to approach decisions with thoughtfulness before moving forward. There are times when it can be appropriate to do what feels right. Don't let logic be the only ruler.

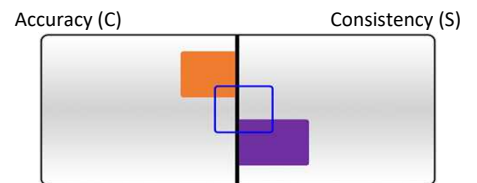
Car Salesman (LM): You are somewhat impulsive based on feelings rather than taking the time to consider the risks and consequences. You are likely to make decisions spontaneously and emotionally, trusting your gut and going with what feels right. Sometimes it is important to see if it makes sense too, not just feels good.



Work Process Alignment

Hiring (LM): Your process and follow through is often driven by upholding quality standards to be sure what you are doing is accurate and precise. You are likely to process information and follow through with exactness and precision as a focus. There are times when consistency is as important as accuracy. Don't forget to balance them.

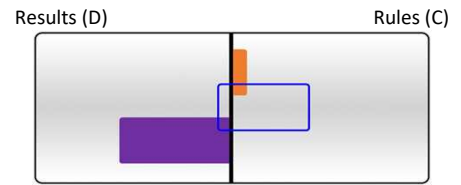
Car Salesman (HM): Your process and follow through is often driven by a desire to keep things consistent and moving forward at a methodical, steady pace. You are likely to process information and follow through with consistency and predictability as your focus. Don't forget that accuracy is an important part of reliability and stability.



Prioritizing

Hiring (MOD): You are attentive to established guidelines to ensure high-quality results now and are focused on actions that target immediate accomplishment. You likely balance both rules and results when prioritizing, recognizing that both have significance in a successful experience and outcome.

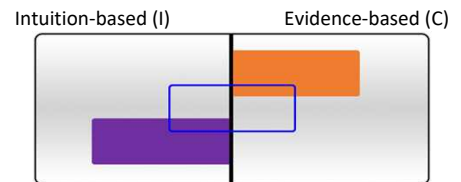
Car Salesman (LM): You often focus specifically and directly on results now and take actions that target immediate accomplishment, and are less concerned with the established guidelines. You will likely prioritize and focus on the results and the bottom line. While the end result is certainly a key component of what should take priority, be sure you are also aware of the rules and constraints of your situation.



Reasoning

Hiring (HI): You frequently rely on data and evidence to ensure decisions reflect the right thing to do, and will seek comprehensive verification to determine precise and accurate judgments. You are likely think through things with careful and thoughtful consideration, often weighing risks and examining the proof and data to make decisions. Remember, the brain and the heart together make a great team.

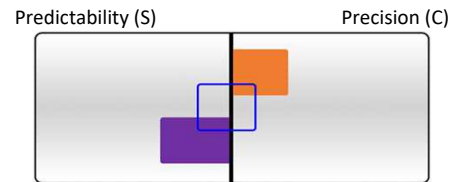
Car Salesman (LOW): You frequently rely on your intuition and interactions with others to make decisions, and value external validation and social acceptance. You are likely to think things through based on emotions over logic and trusting your gut. Be aware that balanced thinking looks at both the emotions and the logic.



Accuracy

Hiring (HM): You frequently focus on carefully and deliberately ensuring high-quality outcomes with great importance on accuracy, structure, order and precision in all you do. You are likely to focus on being and doing things right. While doing it the right way can impact success dramatically, it is also helpful to have dependability and uniformity in planning processes.

Car Salesman (LM): Your planning often focuses on keeping processes and systems as predictable and steady as possible to support others in understanding and reaching the best outcome. You are likely to focus on risk-aversion when planning. Predictability and consistency are incredibly important when taking things from start to finish, but remember correctness is important too.

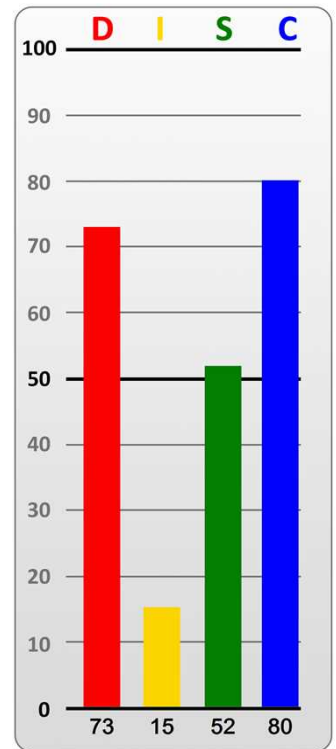


Hiring's Behavioral Style Overview

Hiring's Behavioral Style: **Explorer**

Explorer Style Overview

- **Personal direction:** Creatively solving difficult and complex problems
- **Strengths offered:** Creativity in generating new ideas and solutions after doing the homework
- **General characteristics:** Brings a sense of firm direction and an awareness of quality control
- **Contributions to others:** Creative problem-solving and bringing focus on direction and solutions
- **Getting along with others:** Strong ideas and opinions, but may vacillate between focus on direction and focus on quality issues
- **When stressed:** May withdraw from others or become indecisive
- **Keep in mind:** May become overly critical and sometimes distant when in disagreement
- **Additional notes:** Creates unique ideas for projects, but may vacillate at times about direction or quality focus



Hiring's Strengths:

- You consider many alternatives, theories, and possibilities in your problem-solving approach.
- You put hard work and heavy effort into finding the best possible answers to questions or problems.
- You are able to find solutions quickly, with a high degree of quality control.

Hiring's Potential Areas For Improvement:

- You have a strong need for perfection and may not be satisfied until it has been reached.
- You could use some assistance in prioritizing issues.
- You may sulk or withdraw if not given attention and/or credit for ideas submitted.

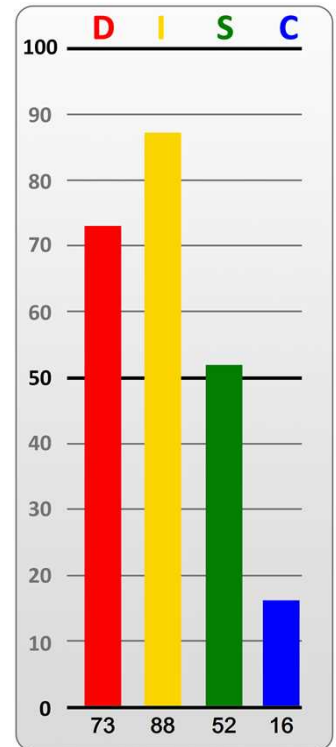


Job Profile (Benchmark): Car Salesman Overview

Behavioral Style: **Influencer**

Influencer Style Overview

- **Personal direction:** Focuses on influencing, leadership, and pointing the way
- **Strengths offered:** Often good at promoting ideas/concepts and able to make requests of others to get things done
- **General characteristics:** High people-orientation, decisiveness, and urgency; easily engages with others
- **Contributions to others:** Easily engages with others on the team and encourages open dialogue
- **Getting along with others:** Focuses on communication and clarity, and preparedness for change
- **When stressed:** May become indecisive or vacillate on positions
- **Keep in mind:** May rely too much on personal persuasion, which can be perceived as over-selling
- **Additional notes:** Excellent presenter, engages audiences, but may need help handling detailed work



Car Salesman Strengths:

- You are able to think quickly on your feet.
- You're able to sell others on a variety of ideas and concepts.
- You can handle objections, questions, and pressure, with poise and confidence.

Car Salesman Potential Areas For Improvement:

- You may be somewhat disorganized behind the scenes, despite maintaining an organized public presence.
- You may sometimes act impulsively, favoring emotion over facts.
- You may have difficulty disciplining others, or bearing bad news.



Applying DISC Rating

A behavioral style is not so much what the individual thinks or says about a person, thing, or idea. It's your observation of how that individual tends to **act** toward people, things, and ideas.

Your behavioral style is then compared to a specific job benchmark chosen because of the likelihood of success in that position. A three-level rating system is used to provide a % rating based on the behavioral style's "distance" from the target.

1st Consider the rating score on a scale from 1 to 100. The higher the rating score, the more confident you can be that the desired behaviors you want for a specific job will be likely be observable with this candidate.

2nd Remember that in human relationships, opposite attract because each person has something that the other thinks will be desirable. However, in the behavioral style rating, attracting opposites is not our only goal. Our goal to identify potential strengths and potential risks of behavioral styles to reduce the uncertainty and potential challenges.

3rd A rating of 75% means that the candidate and the job profile share 75% of the same behaviors identified as likely for success, and 25% of the behavioral style is different. To understand which behaviors are similar or different, look at the 12 factors and factor details on page 4 of this report.

Please note: When interpreting behavioral style ratings, be aware that any candidate can revert to their natural behavioral style or adapt to other tendencies under stressful work conditions caused by the natural demands of the job.

4th There are certain job profiles that are very unique and not easily found in the workplace. This information is intended only to help you identify potential strengths and challenges and to intentionally examine the relevance of those to the candidate's ability to succeed.

In these situations, you may need to take two actions: (1) focus on specific attributes of the candidate (use either the twelve factor analysis or four factor analysis on page 4 and (2) use other work structures, reminders, or support for the candidate in those areas where the score deviates further from the target behavior (see the twelve factors).

5th The general percentile ranking measures the similarity rating for this specific job against the general working population. The general percentile ranking of 85%, for example, means the candidate similarity rating is higher than the scores of 85% of the general working population.

6th Excellent ratings means the employee/candidate will spend less energy adapting their behaviors to the behaviors identified to likely results in success for the targeted job role.

A **Good** rating means the employee/candidate may need support or to be reminded from time to time to assess their behavioral effectiveness in their role.

A **Stretch** rating means the employee/candidate may need more regular support to facilitate behavioral effectiveness through consistent timely feedback.

