

Your Personality Report

MorganGeek



Your Personality Type is:

INTERPRETER

Pace: Deliberate Perspective: Detail Focus: Balanced

You are an *Interpreter*, a person who likes to take time to think about situations. You won't rush into action, but will spend time analysing the way things work, and discussing options with those around you. You tend to be open-minded and objective in your attitudes, meaning that you are often well-placed to help moderate disagreements between other people.

Welcome to your mydiscprofile personality report

This report will give you some vital pointers to help you understand the way you currently behave, and to help you build an effective strategy to help you reach your goals.

We don't claim that this report can give you all the answers, but based on your responses to the mydiscprofile questionnaire, we hope you'll find some important insights and useful life tips in this report.



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**Important:
Don't skip
this section!**



If you want to get the most out of your **mydiscprofile** report, you'll want to take a few minutes to absorb the important information on this page.

How to read your report

Important information about this report

Your report has been compiled from your answers by an automatic process based purely on the answers you gave to the questionnaire. That means that it's completely objective, and it's also direct - in assessing your existing strengths, and also in making suggestions that might help you develop towards your goals.

While reading your report, it's important to be aware of a subtle effect that psychologists call confirmation bias. In the context of a report like this, that means that most people will tend to agree with the most positive comments about themselves, and reject less positive remarks. Often, though, it's exactly the suggestions that challenge preconceptions that are the most useful, so try to weigh the contents of the report accordingly.

That doesn't mean that we insist everything in this report must be true! The details given here are based on your answers to the questionnaire, and we hope you'll find them truly useful in helping to understand yourself, or at least give you some important topics to think about. However, the personalities of human beings are immensely variable - probably infinitely so - and a simple test like this can only cover a finite number of possibilities.

With all that in mind, we hope you find much in your report to engage your interest and suggest possibilities for the future.

About You

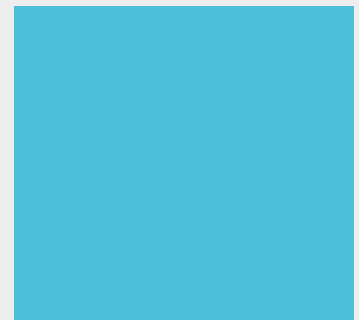
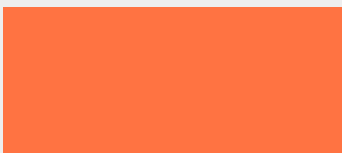
An introduction to your personal style

- Hesitant
- Reticent
- Arbitrator
- Cooperative
- Reserved
- Brusque
- Consistent
- Conscientious
- Patient
- Undemonstrative



What are the most basic elements of your personality?

We analyse the answers you gave to the questionnaire to work out the values for four fundamental factors in your personal style. From the combinations of these values, we can tell a great deal about your personality. These four most basic factors are shown in this graph:



Dominance

A measure of your directness and assertiveness, associated with a willingness to take

Influence

A measure of your sociability, openness and confidence with others. You have a

Steadiness

A measure of your patience with others, and your readiness to take a thoughtful, long-

Compliance

A measure of your interest in structure and order, and your willingness to comply with rules

risks and accept challenges. You have a balanced attitude toward behaviour of this kind.

balanced attitude toward behaviour of this kind.

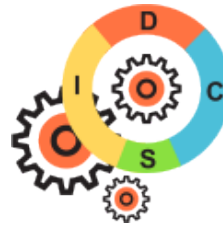
term approach. Steadiness is a moderately important factor in your personal style.

and regulations. Compliance is a moderately important factor in your personal style.

So, what does that mean in practice?

Caution, thoughtfulness, stability and accuracy are all words that describe your general personality style. You like to take time to understand a situation, and you'll rarely act until you feel fully informed. You're not a natural risk-taker, and for that reason you prefer to live and work in a relatively regular and predictable set of conditions.

How are these scores calculated?



Your results are created from your answers to the **mydiscprofile** questionnaire using a profiling system known as DISC (from the initials of Dominance, Influence, Steadiness and Compliance). DISC is widely used in professional personal assessments, and **mydiscprofile** uses the same underlying theory to give you a personal report built using professional techniques.

What are your most important traits?

Some of the most prominent personality traits in your style are listed here:

Reserve

Approaching communication with others in a cautious and tactful way.

Rule-orientation

Seeking an understanding of the rules and conventions governing a situation.

Indirectness

Approaching communication in a diplomatic and tactful way.

Hesitation

Taking care to avoid taking risks as far as possible.

Consideration

Being careful to examine different possible outcomes of a situation.

Handy Hint

The word *trait* just refers to any distinct feature or element of your personality. If you're unsure about any of the terms used in this report, remember that you can always check the [Glossary](#).



More about your general approach

Here's a selection of 'Style Keynotes' that highlight various important features of your personal style:

- Your patient and co-operative style means that you can normally fit in with others, and though you tend to be fairly undemonstrative, you'll often show more confidence in areas where you feel that you have special knowledge or expertise.
- You're a cautious person who prefers to keep your ideas and opinions to yourself, especially in unfamiliar company. In more familiar surroundings, however, it's likely that you're rather more open in style, and readier to both express yourself and accept others' views.
- As a cautious person who generally prefers to avoid risk or uncertainty, you can often be reluctant to take direct action, especially if there is doubt over the outcome. Rather, you tend to take a more reactive stance, responding to situations as they develop rather than taking an active hand in directing them.

What are your most important values?

You're a person who looks for regularity in your life and work, and you prefer events to move in a predictable pattern. Your approach is methodical and structured, and you look for the same levels of personal organisation in those around you.

Values are an important feature of any personality, and you can find out more about your particular set of values in the 'Core Values' section later in this report.



How does your personal style compare with other people?

This chart divides personalities up into twenty-five blocks, and is set up in such a way that people are divided more-or-less equally across the chart (that is, each block generally contains about 4% of the population as a whole). We've marked the block that contains your style so you can see how it compares with the other possibilities.

ASSERTIVE

A measure of your willingness to take direct action, or to take charge of a situation. This kind of behaviour rarely appears in your personal approach.

CONTROLLED

A measure of self-reliance, relating to an analytical and precise approach. Control appears moderately often in your approach.

OPEN

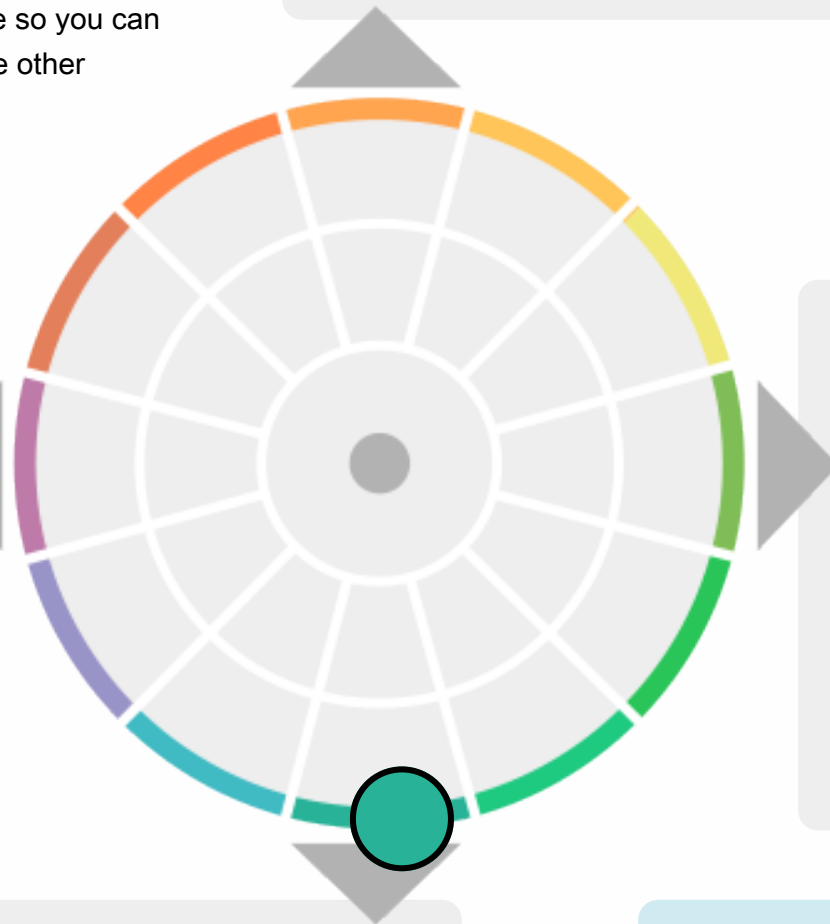
A measure of a person's willingness to communicate freely and express their ideas. Openness appears moderately often in your approach.

RECEPTIVE

A measure of acceptance of others, and a readiness to show patience and caution. This is a very strong feature of your personal style.

● Your Style

Your style is highly Receptive.



Your Core Values

The heart of your personality



What are 'Core Values'?

For most people, the driving forces behind their approach to life can ultimately be summed up in terms of a few brief concepts. These concepts are referred to here as 'Core Values': they're the internal 'signpost' we use to judge situations, and work out how to react to them.

For example, let's say you're a person who values 'Challenge'. If that's the case, you'll actively seek out situations that provide you with the challenging conditions you prefer, and avoid those that don't. You'll also tend to judge events and people depending on the extent to which they fulfil this particular need.

Positive and Negative

Core Values aren't always positive in their effects: they can have a negative impact, too. Events or developments that challenge these basic values can lead to responses ranging from disinterest to discomfort.

So, an understanding of the Core Values that lie at the heart of your personal approach to life can be extremely helpful in understanding how and why you react the way you do.

What are *your* 'Core Values'?

In this section, we've selected a few Core Values that closely match your own personal style. These are the kinds of values that underlie the way you look at life, and the way you form judgements about the events and people in your life.



● Reliability

You're a person who likes to take a steady and consistent approach to life, and you'll tend to feel most comfortable around others who share your reliable attitude. You'll rarely act in unpredictable ways, or without first thinking about any possible consequences of your actions.

● Ethics

You're a person with a strong sense of right and wrong. You'll treat people fairly whenever you can, and you'll expect them to show the same attitude towards you. Individuals of your type are often concerned with principles or codes of ethics, and have a keen sense of personal integrity.

● Order

You concern yourself with the order and organisation of things. You approach your life and work in a structured and methodical way, and you'll normally expect others to demonstrate similar traits. You're also concerned with accuracy and detail, and you tend to look into situations and events carefully before coming to definite conclusions about them.

Abilities, Strengths, Limitations



Understanding the advantages, and the limits, of your style

Every different type of personality has its own distinctive strengths, and its own distinctive abilities that stem from those strengths. Those same strengths and abilities are always - without exception - balanced by limitations and disadvantages. The key to making the most of your personal style is understanding where your strengths and limitations lie. Armed with that knowledge, you can take maximum advantage of your strengths, while avoiding potential problems arising from your personal limits.



Strengths and Limitations

In this section, you'll find a breakdown of your most important areas of strength, each shown with all its related advantages, abilities and limitations.

-  This symbol marks the **strengths** of each facet of your personality, areas where that aspect of your style gives you real advantages.
-  This symbol marks the **limitations** that balance out of each of your strengths, describing conditions where your approach might be less effective.

Restraint



You have a measured pace and react to events in a restrained and thoughtful way. You rarely over-react, and instead you'll take time to think about the implications of new developments. This also applies in terms of personal conflict, where your naturally patient approach makes you an effective peace-maker.



Your reluctance to take rapid action can sometimes lead you to respond too slowly to changing situations. Though a cautious and thoughtful approach has definite value in many cases, others require a more urgent attitude, and it will be useful to find a balance between these two approaches according to circumstances.

Acceptance



You prefer to have a clear view of your role and responsibilities in life, and you take those responsibilities seriously. You're also ready to acknowledge others' contributions, and to let them take charge of a situation where appropriate. That accepting and practical attitude makes you a strong team player, who's ready to work together with others to get a job done.



Your helpful attitude is undoubtedly a positive feature of your style, but at times less committed individuals can take advantage of your tolerant and receptive nature. In some situations, you may find it necessary to make a stand for your own opinions.

Receptiveness



You're a person who's open to the views and suggestions of others, and you're also an effective communicator in your own right. You like to build strong relationships with those around you, and your willingness to consider and adapt to others' points of view will help to create personal bonds like this.



Your naturally positive approach to others means that you can be reluctant to enter into situations that might involve conflict, and you can sometimes be a little too ready to compromise rather than stand up for your own position. Though your flexible and accepting attitude is an advantage in most situations, it may be useful to

assert yourself from time to time.

Personal Development

Directions for change in your personal style

What is 'personal development'?

As well as building a picture of your personality as it stands at the moment, the **mydiscprofile** questionnaire can also extrapolate from that picture to identify the kinds of changes or adaptations you'd likely want to see in your approach. These adaptations are typically due to your perceptions of how you ideally need to behave to fit into your current life situation.

Personal Development is the process of adapting your personal style to meet these perceived requirements. In this section, we look at the kinds of directions you seem to be wanting to develop your style (based on your answers to the **mydiscprofile** question set, of course). Where possible, we also offer a range of helpful advice to guide you towards those goals.

Changes shown in your results

The chart below shows the changes in terms of your four main personality factors: Dominance, Influence, Steadiness and Compliance. Larger bars indicate greater potential for change in your approach, for that particular factor. Bars pointing upward indicate that you're seeking to increase the factor in question, while bars pointing downward suggest that you're looking to decrease the factor's importance.

Judge for Yourself

The Personal Development guidelines discussed in this section are calculated from the results of your profile, but only you yourself are qualified to judge the extent they apply to your own situation. More than any other section of this report, it's important to treat these comments as objective advice, rather than definitive statements.





Dominance

In terms of the Dominance factor, it seems that you take a relatively balanced view, and are not seeking to increase or decrease it by a significant amount.

Influence

In terms of the Influence factor, it seems that you take a relatively balanced view, and are not seeking to increase or decrease it by a significant amount.

Steadiness

There's a slight adjustment indicated in your Steadiness value, but as this is already high, the change would be unlikely to be significant.

Compliance

There's a slight adjustment indicated in your Compliance value, but as this is already high, the change would be unlikely to be significant.

What these changes mean in practice

Your main aim at present appears to be making your approach a little more flexible, and readier to adapt to changes. You're not normally comfortable with change, especially of the unplanned or uncontrolled variety. The fact that you seem to be looking to adapt a little more easily suggests that you may be undergoing change of this kind at present.

Making a change

A useful way to approach change like this is to break it down into simple steps, and think about applying each of those steps in your work and home life. Based on this assessment of your personal development targets, these are some simple approaches to change that you might find effective:



- Focusing on the more serious aspects of a task will help you to develop the kind of direct and results-oriented approach that you seem to be aiming for. Try to consider issues from a more practical, efficient point of view, looking to see how you can achieve your specific goals as rapidly as possible.
- The types of changes you seem to be seeking in your style at present revolve around a willingness to act decisively, rather than to make plans or react to others. Showing a greater readiness to accept opportunities, and to take risks when necessary, will help to develop your style towards a more direct and determined approach.
- One of the points that distinguishes truly assertive behaviour is a willingness to state your mind directly, even in potentially difficult situations. If you find yourself keeping comments to yourself for fear of causing offence or argument, try showing a little more confidence in stating your views to others.

Relating to Other People

Interacting with those around you

How do we relate to one another?

Relationships with others are probably the key component in any discussion of personality: in fact, how we perceive others, and how others perceive us, lie at the heart of what 'personality' means.

When it comes to relating to others, it's simply not possible to understand their motivations and intentions directly: instead, it's normal to consider others' behaviour through the filter of your own attitudes and presumptions. This 'filtering' effect can have an enormous effect on the way you understand others, and on the way that others see you.



Understanding others

In this section, we look at the most important aspects of your personality when it comes to understanding and judging those around you. These are the most important things you look for when you're interacting with others, and they also help to define the kinds of preconceptions you bring to bear in communication.

- You're a person who takes time to reach conclusions, and who likes to think matters through carefully. This thoughtful and considerate approach will necessarily affect the way that you interact with others. You'll rarely jump to conclusions about a person, but instead you're prepared to take time to get to know them before you settle on an opinion.
- You tend to approach others with caution, especially those you do not know well, and you're generally reserved and reticent in communication. This is partly through a concern to speak and act correctly, and partly from a reluctance to risk causing offence or discomfort. You tend to be rather more communicative with more familiar individuals, but even then you tend to prefer not to take a strongly active role.
- As in most other aspects of life, you tend to approach others with caution. You're certainly not an untrusting individual, but you can often feel concerned that others might misunderstand you, or mistakenly take unintended offence. For that reason you tend to consider your comments carefully before making them.

How others relate to you

Your own presumptions will necessarily affect your understanding of others' personal styles, but this is equally true of everyone else. In the same way that you tend to interpret others' attitudes in your own terms, those around you will also be applying their own 'filters' to your behaviour. Those filters can be extremely varied, and there isn't space to go into all the possible combinations here, but it is possible to make a few general comments.

- You're not a particularly outgoing or expressive type of person, at least until you feel comfortable in a situation, and those around you will tend to base their perceptions on your rather reserved approach. In more open and favourable conditions, it's likely that the more receptive and sympathetic side of your personality will become more apparent.
- You're a person who tends to hold back your views or opinions unless you feel completely comfortable in a situation, and this can occasionally make it difficult for those around you to judge your personality. Your naturally cautious approach means that sometimes you may fail to make your feelings plain, and so others may be unable to take your views into account.
- As a thoughtful and cautious type of person who rarely comments without first considering the issues, others will tend to take your ideas seriously, especially on topics about which you're well informed. You also have a relatively impartial view of life, and for that reason it's possible that others may come to you for help in resolving conflicts or similar difficulties.

Learning to communicate more effectively

You're a cautious and thoughtful person who prefers to avoid risk, and that attitude will tend to affect the way you communicate as much as it affects other aspects of your life. For that reason, you'll generally prefer to interact with familiar people, and you'll show rather less confidence in unfamiliar or uncertain situations.



Some situations will call on a more outgoing attitude even where you feel uncomfortable or uncertain. You can help to demonstrate this by concentrating on matters you understand well. You have considerable listening skills, and using these to show a real interest in other people can also help to develop positive communication.

Your Work Style

How your personality affects the way you work

What is your 'work style'?

Success in the work arena is as dependent on your personal style as any other aspect of life. In this section of your personal report, we look at the ways your particular defining characteristics will tend to affect the way you operate in a working environment. We also look at how you're likely to behave in some common working situations.

Your most important work skills

Every different personality type has its own associated set of work skills, and of course there are very many of these, depending on the detailed circumstances and the requirements of a particular job.

Here, we select some of the most important work skills suggested by your profile style.



● Deliberation

You're not a person who will rush into a decision without giving it careful thought. You take decision-making seriously, and take time to consider all the implications before acting. Once you commit to a course of action, though, you can be relied on to persist with it until your aims are achieved.

● Consideration

You're a cautious and thoughtful individual, whose skills lie especially in the area of planning and analysis. You have the capacity to understand complex issues, and you're ready to take the time to consider them in detail before reaching a decision or settling on a course of action.

● Consistency

You take a measured approach to work, just as you do to life in general, and you'll try to apply consistent standards to the people and events you encounter. You're a person who's concerned with accuracy, and so you're unwilling to take unnecessary risks. These cautious aspects of your style will be particularly evident in your methodical and reliable approach to your work.

Leadership

Performance in a leadership role

You're not normally a person who seeks leadership over others, and you'll tend to see a role of this kind as providing a necessary service rather than establishing a position of authority. In a leadership context, you'll tend to focus more on organising your team than directing them, and on helping to resolve any problems that might develop in a productive and positive way.



Teamwork

Performance as part of a team

There are elements in your style that can be expected to work very effectively in a team setting, especially your willingness to work productively with other individuals, and your readiness to accept input or suggestions from other members of the team. In teams with more demanding or self-motivated members, however, you may find that your relative lack of assertiveness holds you back from expressing your own views.



Planning Your Career

Finding a role that suits your personal style

What types of roles suit you best?

The key to successful career planning is to identify roles that match your natural abilities, so that they can provide a working environment where you not only feel engaged and motivated, but also make the most effective use of your natural talents. In this section, we look at some of the types of roles that will suit your style particularly well.

Remember that this analysis is based specifically on your personality style, and no other factors. Many of the roles or careers that we discuss here will also involve specialist interests, abilities or skills that lie outside the realm of this assessment. Those factors aside, these are the types of roles that match your particular personal approach.



Health & Medicine

This area covers a wide range of roles with varying requirements for skill and knowledge, but generally needing a patient but resourceful approach and a professional attitude.

Top matches in this area

- Clinical Psychologist
- Nurse
- Occupational Therapist
- Veterinary Assistant
- Medical Assistant



Arts & Media

This is an area well suited to those with strong communication skills. Roles in this area may be directly creative roles, or may aid in the production of arts and media of all kinds.

Top matches in this area

- Proofreader
- Broadcast Technician
- Editor



Finance

Financial roles are those needing a sense of personal responsibility and reliability, coupled with the analytical acumen to understand the complexities of financial and commercial matters.

Top matches in this area

- Insurance Clerk
- Loan Officer
- Cost Estimator
- Actuary
- Payroll Clerk



Science & Technology

This is a field where accuracy, precision and inquisitiveness are valuable assets, but in many roles a sense of determination and drive can also be a pointer to success.

Top matches in this area

- Biologist
- Archaeologist
- Software Designer
- Zoologist
- Biological Technician

Using this report in your CV

When preparing a CV (or résumé) many people include a short summary of their personal style as part of their self-description, and the contents of this report should be helpful in defining the type of information you could include in your own CV. If you want to create a self-summary like this, the following template is tailored to your personality style, and should provide a helpful starting point.



“ I'm a co-operative and open-minded person, with a real affinity for matters of detail and precision. I work well in a team situation, where I concentrate on building a productive and democratic atmosphere. My cautious and deliberate approach means that I'm well suited to working with complex systems, or finding solutions to technical problems. ”

You might also find it useful to list your most important personality traits. These are listed in the 'About You' section of this report but they are reproduced below for your convenience:

- **Reserve**
Approaching communication with others in a cautious and tactful way.
- **Rule-orientation**
Seeking an understanding of the rules and conventions governing a situation.
- **Indirectness**
Approaching communication in a diplomatic and tactful way.
- **Hesitation**
Taking care to avoid taking risks as far as possible.
- **Consideration**
Being careful to examine different possible outcomes of a situation.

Glossary of Terms

Confirmation bias A common tendency to focus on comments that reinforce preconceptions, and disregard or reject those that challenge existing ideas.

Core value One of the most fundamental underlying values of a personality, from which actions and behaviours tend to ultimately originate.

Filter A series of expectations and presumptions applied by one person to another's behaviour, based on their own personal style.

Role A set of expected or required behaviours related (for example) to a particular job.

Trait A general term for any identifiable factor or element of the personality.