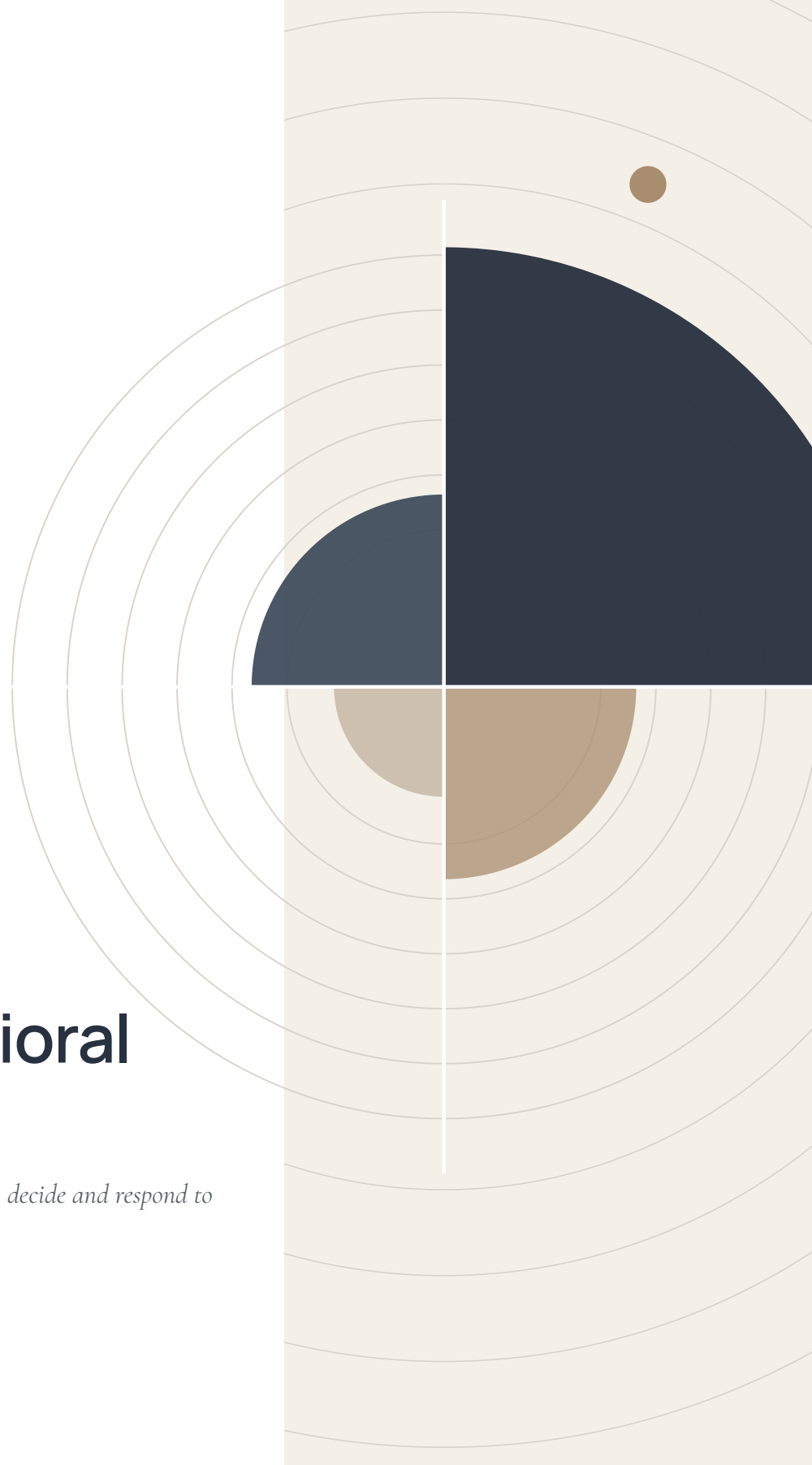
MOSAIC DISC



Your behavioral profile

A look at how you usually act, talk, decide and respond to what's around you.

Ana Torres

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MOSAIC · MIND

BEFORE YOU BEGIN

01 Before looking at your result

What we mean by behavior

Other people see your behavior through your words, decisions, reactions, organization and relationships. What they see is not the same as your values, intelligence or character. Sharing values still leaves room for two people to behave very differently. Likewise, you may act differently depending on which of two rooms you are in.

What DISC is

DISC gives us a language to describe four broad behavior tendencies. Mosaic DISC uses that language to look at how you tend to handle challenges, people, pace and rules, along with what you feel your present environment asks of you.

01 D · Dominance — Dominance shows how readily you face a challenge, state your position and work toward an outcome. A higher result usually suggests that making decisions and getting things moving come more naturally to you than waiting for everyone to agree.

02 I · Influence — How readily you express ideas, connect with others and create energy through interaction is what Influence describes. A higher result usually suggests that you naturally create movement by discussing ideas and getting people engaged.

03 S · Steadiness — Steadiness describes your readiness to provide dependable support, practice patience and maintain continuity. With a higher result, steady relationships, careful pacing and consistent follow-through generally play an important part in how you work.

04 C · Conscientiousness — Conscientiousness describes how willing you are to seek accuracy, structure and sound evidence. A higher result usually points to understanding the criteria and checking essential details feeling natural before you decide your work is complete.

Everyone has all four

You, like everyone else, express all four dimensions to different degrees. A higher number means the tendency shows up more easily. A lower number means it shows up more selectively. There is no better dimension or ideal combination. All four offer something useful — and any of them can be used too much.

Your surroundings also make a difference. A new role, a manager who asks a lot, a crisis or a calm stretch can reveal different parts of you. For that reason, this report also puts how you tend to act alongside what you feel your environment is asking for.

What you have here is a picture of tendencies based on your responses at one moment, offered for reflection. It does not provide a psychological diagnosis or set a permanent definition of your personality.

Your choices grow when you understand your tendencies.

Start with three simple steps: understand, notice, choose. When you understand how your tendencies work together, you can more easily notice them in action. That gives you more room to choose your response. As you read this report, treat each statement as 'this might be true for you' and compare it with your own experience.

02

YOUR RESULT

Your DISC pattern

Take a look at your four dimensions. Start with the shape before reading the names in sequence. Notice the rises, the softer points, and the distance between tendencies.

Understanding your tendencies *widens your choices.*



Dominance 100

HIGHLY EXPRESSED

Influence 25

MODERATELY LOW EXPRESSION

Conscientiousness 25

MODERATELY LOW EXPRESSION

Steadiness 0

LESS EXPRESSED