



Profiles  International TM
imagine great people

Performance Indicator

D.I.S.C. Graphic Summary Report

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Russ Sample

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Sequence for Pre-Hire Screening of Candidates:

1. Step One Survey
4 Business Attitudes
2. Job Match/Job Fit
 - a. Profile XT (or)
 - b. Sales Pro (or)
 - c. Customer Service (or)
 - d. Call Center Sales
3. Performance Indicator
7 Behavioral Tendencies

Then complete your Due Diligence with a thorough Applicant Background Check

The graph shows the relative relationship of his scores on all five scales, while the bulleted statements summarize his results. For a more complete understanding of these results, please refer to the earlier pages of this Management Report.

Scale I:  69

Scale I measures control, ambition and results orientation

Scale II:  75

Scale II measures social influence, positive expectancy and expressiveness

Scale III:  34

Scale III measures patience, composure and being a team player

Scale IV:  29

Scale IV measures precision and analytical / quality orientation

Scale V:  59

Scale V measures motivational intensity and focus on change

The graph above demonstrates the scores attained by Mr. Sample on the PPI. When we observe his scores, we may predict what is most likely to be noticed in his daily activities. These scores suggest the following:

- He can generate excitement, enthusiasm, and hopefulness.
- Preferring to communicate in person, he may mix personal talk with business.
- Gregarious, open, talkative, and approachable, he makes new friends easily.
- He generally focuses on achieving results, the details of reaching them often left for others to debate about.
- He can be counted on to respond quickly when immediate action is required.
- Capable of balancing his personal drive with external, second-party limits.
- Often motivated to balance his expectations for good performance from others while maintaining a cooperative relationship with them.
- Can work effectively on a team, but he enjoys being the one in charge.

Note: Scale I and III scores will generally be opposite – One high and the other low.
Scale II and IV scores will generally be opposite – One high and the other low
Scale V can be high or low for either above combinations.