

TONY ROBBINS

DISC & MOTIVATORS REPORT FOR
[Alexis Perry](#)

This report contains a summary of your DISC and Motivators results. If you are looking for deeper insights into your results, see the last page of this report.

UNDERSTANDING DISC & MOTIVATORS

DISC STYLES

DISC is a simple, practical, easy to remember and universally applicable model. It focuses on individual patterns of external, observable behaviors and measures the intensity of characteristics using scales of directness and openness for each of the four styles: **Dominance**, **Influence**, **Steadiness**, and **Conscientious**.

Your DISC Style: Fact-Finder - C

Fact-finders have highly developed "quality control" and critical thinking ability. They favor logic and facts but also possess intuitive abilities that they will meld with the facts. Preparation is essential prior to action. They may appear shy but can work with others who have similar high quality focus. They avoid confrontational situations and, because they need to "get it right," can delay decisions. If they make a mistake, they will likely research additional material to support their original choice.

- **Emotionally:** Avoid unsafe or risky ideas or relationships.
- **Your goal:** Safety and accomplishment through correctness.
- **How you value others:** Others' ability to effectively use logic and data.
- **How you influence a group:** Encourages and supports attention and focus on quality of evidence and analytical thinking.
- **The value you bring to an organization:** Gets the facts, reviews the findings and brings analytical clarity to the project.
- **Cautions:** Subject to "analysis paralysis"; may try to indirectly impose a more controlled environment.
- **When under pressure:** Can become overly alarmed and anxious in risky or uncertain work situations.
- **What you fear:** Other's erratic behavior or facing strong criticism or blame.

An Overview of Your DISC Style

Below are some key behavioral insights to keep in mind and share with others to strengthen your relationships.

Alexis, your pattern of responses on the instrument indicate that you tend to set high quality control standards for yourself and others in order to minimize mistakes and loose ends. This is a strength to any team, as long as there remains an awareness of the "revenue clock" ticking in the corner of the room. Superior quality control often comes at an opportunity cost. While taking more time will surely minimize mistakes, it may also increase costs. You should be prepared to make your case when requesting more time for costly quality control on a project.

You score like others who are highly aware of the dangers of making hasty decisions. Knee-jerk decision makers might perceive you as a potential bottleneck in the project, but your careful analysis is likely to prevent difficulties in the long run.

You have a rare skill in being able to weigh both intuition and data in balanced ways when making decisions. You tend to provide deep analysis in your insight, as well as a gut-level intuition that helps to balance the data. While others may jump to conclusions with no analysis, or conversely suffer "analysis paralysis," you have the ability to find the proper balance.

Your response pattern indicates that you tend to be less talkative in larger groups, and as a result, perhaps somewhat difficult to get to know on a personal level. This doesn't necessarily have to be a negative trait. As a piece of coaching, we suggest that you attempt to warm up to people more quickly to help put them at ease. Engage in supportive conversation as a way to break the ice. This may pull you out of your comfort zone, but it will help others get to know who you are, even as you learn more about them.

You score like those who like to make sure they do things correctly the first time. Thus, you may require additional time in the short run to prevent mistakes in the long run. Some people in the organization might not understand the fact that one more review over the procedures, or one more look at the copy before it goes to press, may be an excellent insurance against wasted effort in the future. (Show this portion of the paragraph to colleagues who might have complained that things were taking too long.)

Your response pattern shows that you demonstrate excellent critical thinking ability. This strength is especially important for leaders, who often must verbalize opinions convincingly to the team or organization at large. Others tend not to think as deeply or as critically as you, making your skill valuable in the workplace.

An Overview of Your Motivators



Aesthetic - Strong desire and need to achieve equilibrium between the world around us and ourselves (within) while creating a sustainable work/life balance between the two. Creative, imaginative, arty, mystical and expressive, this style may redefine or resist real world approaches to current challenges.

Based on your Motivators assessment Aesthetic score: You tend to think “alternatively” and will likely seek personal fulfillment, creative alternatives, and peace of mind rather than the status quo.

- You show a very strong desire for expressing your talents and fulfilling your dreams.
- You may prefer to be your own person and will likely have a high interest in protecting wildlife, the environment, and the undiscovered.
- You may feel as though you were born at the wrong time and might feel misunderstood by most.
- You will have a hyper awareness of your surroundings and they will need to "feel" right.



Economic - The motivation for security from self-interest, economic gains, and achieving real-world returns on personal ventures, personal resources, and focused energy. The preferred approach of this motivator is both a personal and a professional one with a focus on ultimate outcomes.

Based on your Motivators assessment Economic score: You are not driven by monetary rewards or being “first” and may lack the emotional initiative necessary to compete with those around you.

- You score in a range that indicates a lower interest in gaining material wealth.
- You may be sensitive to inequities and injustices and will not want to be a victim to others demands.
- You are not driven by monetary rewards and competitive frameworks.
- You may believe money is for spending on things you want.



Individualistic - Need to be seen as autonomous, unique, independent, and to stand apart from the crowd. This is the drive to be socially independent and have opportunity for freedom of personal expression apart from being told what to do.

Based on your Motivators assessment Individualistic score: You will seek independence, freedom, and positions of autonomy where you can freely express and display your reasoning.

- You will seek your own personal niche where you can be seen as unbelievable.
- You'll likely take the necessary risks depending upon your appetite for jumping off the cliff and building your wings on the way down.
- You will likely have out-of-the-box ideas and want to share them.
- You really enjoy doing your own thing your own way.



Power - Being seen as a leader, while having influence and control over one's environment and success. Competitiveness and control is often associated with those scoring higher in this motivational dimension.

Based on your Motivators assessment Power score: You are a better collaborator and won't likely seek position power or authoritative roles.

- You may be more of a maintainer than you are an obtainer in certain situations.
- You will not appreciate high-pressure environments with excessively driven people types.
- You may pick and choose or avoid positions of intense responsibility.
- You will excel when in situations that require a maintenance mindset over very high drive.

An Overview of your Motivators - Continued



Altruistic - An expression of the need or energy to benefit others at the expense of self. At times, there's genuine sincerity in this dimension to help others, but not always. Oftentimes an intense level within this dimension is more associated with low self-worth.

Based on your Motivators assessment Altruistic score: You will be difficult to take advantage of and will excel in areas of self-interest.

- You will easily spot those who take advantage of people.
- You'll likely see others for their usefulness, as a means to an end.
- You will not appreciate people who don't carry their own weight.
- You will be difficult to take advantage of simply because you are expecting it.



Regulatory - A need to establish order, routine and structure. This motivation is to promote a black and white mindset and a traditional approach to problems and challenges through standards, rules, and protocols to color within the lines.

Based on your Motivators assessment Regulatory score: You believe there's always another way when the current situation changes or roadblocks are apparent.

- You'll likely do things "by the book," but it's your book.
- You may feel bogged down when forced to do things a "certain" way.
- You probably don't appreciate being told what to do or handholding.
- You are in need of freedom from rules and regulations that stifle your creative flow.



Theoretical - The desire to uncover, discover, and recover the "truth." This need to gain knowledge for knowledge sake is the result of an "itchy" brain. Rational thinking (frontal lobe), reasoning and problem solving are important to this dimension. This is all about the "need" to know why.

Based on your Motivators assessment Theoretical score: You are more apt to rely on past experiences and intuition when making decisions.

- You are probably more resourceful than you are a resource.
- You will likely only learn what you have to.
- You might know something and not know why you know it.
- You will likely depend more on intuition than getting caught up in theory.

A General Overview of the Four DISC Styles

The Dominant 'D' Style: look at my accomplishments!

Goals and Fears

Dominant 'D' Styles, driven by the inner need to lead and be in personal control, take charge of people and situations so they can reach their goals. Since their key need is achieving, they seek no-nonsense, bottom line results. Their motto is: "Lead, follow, or get out of the way." They want to win, so they may challenge people or rules. Similarly, Dominant 'D' Styles also accept challenges, take authority, and go head first into solving problems. Closely related to Dominant 'D' Styles' goals are their fears: falling into a routine, being taken advantage of, and looking "soft". So, they may go to extremes to prevent those fears from materializing. They may act impatient, but they make things happen.

"Do as I say"

Since Dominant 'D' Styles need to have control, they like to take the lead in both business and social settings. As natural renegades, they want to satisfy their need for autonomy. They want things done their way or no way at all.

Strengths and weaknesses

They work quickly and impressively by themselves. They try to shape their environments to overcome obstacles en route to their accomplishments. They seek maximum freedom to manage themselves and others, using their leadership skills to become winners. They often have good administration and delegation skills.

These assertive types tend to appear cool, independent, and competitive. They opt for measurable results, including their own personal worth, as determined by individual track records. Of all the types, they like and initiate changes the most. We symbolize this personality type with a lion--a leader, an authority. At least, they may, at least, have the inner desires to be #1, the star, or the chief.

Less positive Dominant 'D' Style components include stubbornness, impatience, and toughness. Naturally preferring to take control of others, they may have a low tolerance for the feelings, attitudes, and "inadequacies" of co-workers, subordinates, friends, families, and romantic interests.

From general to specific

Dominant 'D' Styles process data conceptually by using deductive reasoning--from general to specific information. They are more comfortable using the left brain more than the right. When combined with their need for control, this helps us better understand the emphasis on getting down to the bottom-line results.

Masters of "mind control"

They are adept at blocking out distractions when they immerse themselves in projects. They don't hear voices, sirens, or doorbells. They seem to channel all their energies into specific jobs.

Venting relieves their tension

Under pressure, Dominant 'D' Styles are likely to rid themselves of anger by ranting, raving, or challenging others. They naturally react to tense situations with a fight response. Although this venting allows the relief of their own inner tensions, other styles may feel intimidated by this stress reducing practice. But the Dominant 'D' Styles' barks usually exceed their bites, and they may soon forget what specifically upset them in the first place.

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The Interacting 'I' Style: hey, look at me!

Outgoing, Supporting, Interacting 'I' Styles

Interacting 'I' Styles like to go where the action is. Typically, they are outwardly energetic or fast-paced, and relationships tend to naturally take priority over tasks. They try to influence others in an optimistic, friendly way focused on positive outcomes, whether in the social or work environment. In other words, if they show others that they like them, they figure others will be more likely to reciprocate by responding favorably towards them. Since recognition and approval motivate him, he often moves in and around the limelight and hub of activity.

Goals and Fears

He wants your admiration and thrives on acknowledgment, compliments, and applause. "It's not just whether you win or lose. . .it's how you look when you play the game." People's admiration and acceptance typically mean more to this type than to any other. If you don't talk about him, he may spend considerable time talking about his favorite subject--himself--to gain the acceptance he wants. His biggest fear is public humiliation--whether appearing uninvolved, unattractive, unsuccessful, or unacceptable to others. These frightening forms of social rejection threaten the Interacting 'I' Style's core need for approval. Consequently, he may go to extremes to avoid public humiliation, lack of inclusion, or loss of social recognition.

Strengths and weaknesses

Interacting 'I' Styles' primary strengths are their enthusiasm, persuasiveness, and friendliness. They are idea people who have the ability to get others caught up in their dreams. With great persuasion, they influence others and shape their environments by building alliances to accomplish results. Then they seek nods and comments of approval and recognition for those results. If compliments don't come, Interacting 'I' Styles may invent their own. "Well, Harry, I just feel like patting myself on the back today for a job well done!" They are stimulating, talkative, and communicative. This type can be represented by a porpoise--playful, sociable, and talkative.

Their natural weaknesses are too much involvement, impatience, being alone, and short attention spans. This causes them to become easily bored. When a little data comes in, Interacting 'I' Styles tend to make sweeping generalizations. They may not check everything out, assuming someone else will do it or procrastinating because redoing something just isn't exciting enough. When Interacting 'I' Styles feel they don't have enough stimulation and involvement, they get bored and look for something new again. . .and again. . .and again. When taken to an extreme, their behaviors can be seen as superficial, haphazard, erratic, and overly emotional.

"Let me entertain you!"

If they pursue the entertainment field for careers, Interacting 'I' Styles typically allow their natural, animated emotions to show and flow. They become stimulated by the movement and reactions of the audience, trying to get the audience to figuratively fall in love with them by acting charming and friendly. They want viewers to feel, "He (or she) is fabulous!"

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The Steady 'S' Style: notice how well-liked I am

Goals and fears

Steady 'S' Styles seek your sincere personal attention and acceptance of them. Steadiness and follow-through actions characterize these people. They prefer a slower and easier pace. They focus on building trust and getting acquainted because they aim for long-standing personal relationships. Pushy, aggressive behavior secretly irritates them.

They strive for security. Their goal is to maintain the stability they prefer in a more constant environment. To Steady 'S' Styles, while the unknown may be an intriguing concept, they prefer to stick with what they already know and have experienced. "Risk" is an ugly word to them. They favor more measured actions, like keeping things as they have been and are, even if the present situation happens to be unpleasant due to their fear of change and disorganization. Consequently, any disruption in their routine patterns can cause distress in them. A general worry is that the unknown may be even more unpleasant than the present. They need to think and plan for changes. Finding the elements of sameness within those changes can help minimize their stress to cope with such demands.

Strengths and weaknesses

Steady 'S' Styles naturally "wear well" and are an easy type to get along with. They prefer stable relationships which don't jeopardize anyone, especially themselves. Steady 'S' Styles can be represented by the koala with its accompanying slower, steady pace; relaxed disposition; and appearance of approachability and warmth. Steady 'S' Styles have a tendency to plan and follow through. This helps them to routinely plug along. But they have their own type of unique difficulties with speaking up, seeming to go along with others or conditions, while inwardly, they may or may not agree. More assertive types might take advantage of this Steady 'S' Style tendency to give in and avoid confrontation. Additionally, Steady 'S' Styles' reluctance to express themselves can result in hurt feelings. But if Steady 'S' Styles don't explain their feelings, others may never know. Their lack of assertiveness can take a toll on this type's health and well-being.

Take it slow

Steady 'S' Styles yearn for more tranquility and security in their lives than the other three types. They often act pleasant and cooperative, but seldom incorporate emotional extremes such as rage and euphoria in their behavioral repertoire. Unlike Interacting 'I' Styles, Steady 'S' Styles usually experience less dramatic or frequently-occurring peaks and valleys to their more moderate emotional state. This reflects their natural need for composure, stability, and balance.

"Just plain folks"

Steady 'S' Styles lend a tone of continuity, coziness, and project a genuine liking and acceptance of others. They are comfortable people to watch and listen to who emanate that "I'm just a regular person" modesty. They put on no airs and project contentment with present conditions--just as they are and always have been.

The Conscientious 'C' Style: notice my efficiency

Goals and fears

Conscientious 'C' Styles concern themselves more with content than with congratulations. They prefer involvement with the performance of products and services under specific, and preferably controlled, conditions so the process and the results can be correct. Since their primary concern is accuracy, human emotions may take a back seat with them. Their biggest fears of uncontrolled emotions and irrational acts relate to their fear that these illogical acts may prevent goal achievement. Similarly, they fear emotionality and irrationality in others. They strive to avoid embarrassment, so they attempt to control both themselves and their emotions.

Strengths and weaknesses

Conscientious 'C' Style strengths include accuracy, dependability, independence, clarification and testing skills, follow-through, and organization. They often focus on expectations (e.g., policies, practices, and procedures) and outcomes. They want to know how things work so they can evaluate how correctly they function. Conscientious 'C' Styles can be cagey, resourceful, and careful. Because they need to be right, they prefer checking processes themselves. This tendency toward perfectionism, taken to an extreme, can result in "paralysis by over analysis". These overly cautious traits may result in worry that the process isn't progressing right, which further promotes their tendency to behave in a more critical, detached way.

Complex and serious

They prefer tasks over people, clearly defined priorities, and a known pace which is agreeable to them, especially where task timelines and deadlines are involved. Other types typically live life through a single predominant time orientation--past, present, or future. But Conscientious 'C' Styles are apt to be concerned about all three, as one aspect of their complex mental makeup. They tend to see the serious, more complicated sides of situations as well as the lighter--or even bizarre side--which accounts for their natural mental wit.

Conscientious 'C' Styles concentrate on making decisions in both logical and cautious ways to ensure that they take the best available action.

Think deeply

Due to compliance to their own personal standards, they demand a lot from themselves and others and may succumb to overly critical tendencies. But Conscientious 'C' Styles often keep their criticisms to themselves, hesitating to tell people what they think is deficient. They typically share information, both positive and negative, only on a "need to know" basis when they are assured that there will be no negative consequences for themselves.

When Conscientious 'C' Styles quietly hold their ground, they do so as a direct result of their proven knowledge of facts and details or their evaluation that others will tend to react less assertively. So, they can be assertive when they perceive they're in control of a relationship or their environment. Having determined the specific risks, margins of error, and other variables which significantly influence the desired results, they will take action.

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