

Test DISC

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Profile: Persuasive - Authoritative (P High - A Half)

Instructions

How to Use This Report?

Read the full report. It is divided into two parts.

The first part focuses on understanding the characteristics of your behavioral style in many environments (work, social, under stress, etc.) and offers strategies to increase personal effectiveness. You should be aware that there is no "best style". Each style has its strengths and opportunities unique for growth and continuous improvement. The behavioral descriptions mentioned in this report are just tendencies for your group style and may or may not apply specifically to you.

The second part provides action plans for you and other people with whom you interact. You are encouraged to share these with another's action plans to greatly improve each of these relationships.

Adaptability

Besides knowing your behavioral style, the report will identify the ways in which you can apply your style, either to enhance the strengths or diminish weaknesses in order to meet the needs of a particular situation or relationship. This is called adaptability. Through your values and interactions, successful and less successful with others, you may learn to modify and adapt your behavior.

It is essential to be aware of our natural preferences and trends. In this way you can disable the extreme behaviors before they sabotage you. This is achieved through the rapid identification of the individual needs of others, according to the basis of behavior signals that we provide, and then we can adapt our behavior so that other people feel comfortable with us. The best part of this process is that people will teach you how to treat them if you know how to read the signals from your behavioral styles.

Adaptability is the key to the construction of all successful relationships. Adaptable people are conscious when deciding how to respond to a person, a situation or event.

How To Read And Interpret Your Graphics I and II?

The starting point is the questions that have been provided and that you have answered based on your personal criteria; at the end, a report with the evaluation of your results will be delivered. This report contains two graphs along with their respective descriptions.

Graphic I - Perception of yourself, of what you really are or Innate Style Pattern:

This graphic describes those behaviors that you present during stressful or frustrating situations.

Graphic II - Adaptability style pattern:

This graphic portrays the self-perception of the behavior tendencies that you consider should be used at work, within the society, or with your family. This tendency can change depending on the different environments.

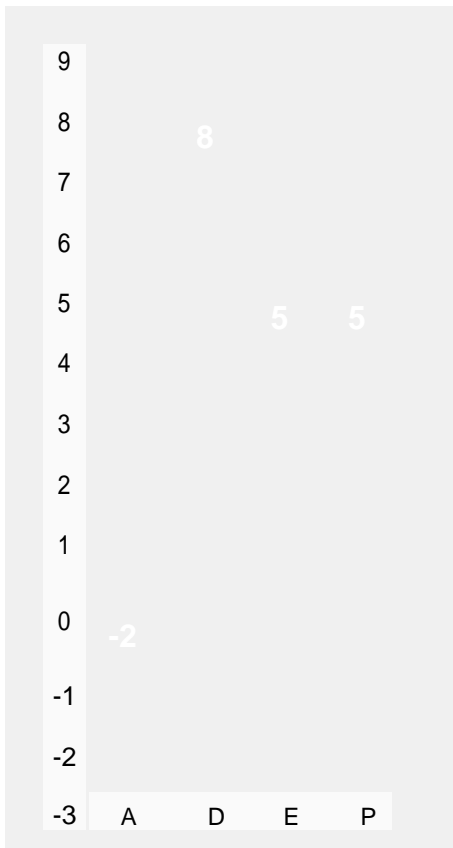
The report will help you understand the predominant traits of your behavior style. These traits are a result from the different combinations in graphics I and II.

When graphics I and II are similar, it means that you are comfortable. However if your Adaptated Style (Graphic II) is different from your Innate Style (Graphic I), this could cause stress if it is present during a long period of time and one can infer that you would behave in ways that may not be as comfortable or natural for you.

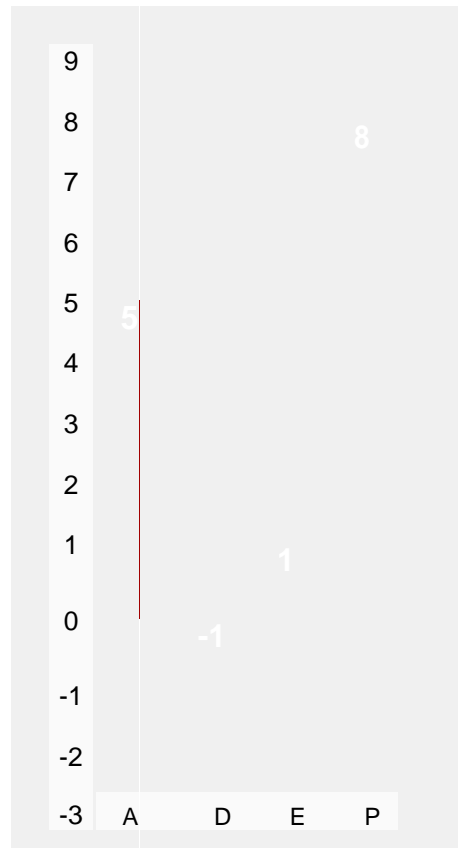
FuturaADEP Graphs



Natural Style



Adapted Style



Natural and Adapted Style

Environments	Natural	Adapted
Communication	Héctor tends to be a person who is motivated by other people's opinions, acts, thinks and provides his point of view according to the perception of the majority of the people around him.	Héctor can be a person who takes control during extreme situations, approaches goals and makes them happen even if there are obstacles that go against him.
Challenges	Héctor tends to make other people's wishes and goals his own, is very committed to the group and is usually the one who works and contributes with the most knowledge.	Héctor accepts the possibility of facing changes positively and constructively, and he is flexible and tolerant.
Conflicts	Héctor is usually a reserved person, avoids conflict even if it influences directly on his work or convictions, it is possible that he feels discouraged but does not communicate it, and does not easily abandon work.	Héctor tends to make gradual changes, does not break patterns roughly and is limited to developing only prototypical activities.
Rhythm	Héctor is a person who keeps his word, is respectful of the time that is needed and required to perform his functions, he is not usually quick or energetic at work.	Meeting the established delivery timelines is one of Héctor's key priorities, reason for which he can be a skilled motivator to his team.
Relations	Héctor is an insecure and fearful individual, does not cause any issues, he is always helpful and cooperative but this can be caused mostly by fear and not conviction.	Héctor has a constant emotional state of mind, does not easily change his behavior or opinion, and tends to be a tolerant and expressive person.

Rules	Héctor tends to be a person who depends on social standards, he abides by them in a precise and exact way and at the same time, makes other people obey them when it is under his possibilities.	Héctor is committed to his convictions, invests a lot of time and resources to establish what is humanly right and acts according to those principles.
Strengths	One of Héctor 's strongest qualities are his good memory and the way in which he pays complete attention to each of the things that he listens or does.	Héctor can easily adapt to change, is not afraid of the unknown and unexplored, tends to be risky and is goal oriented.
Weaknesses	Héctor can easily loose his motivation once he realizes that what he has started does not meet his expectations.	Héctor tends to lose Héctor his focus on the priorities and not concentrating on what is important and urgent at that moment, it is possible that he loses sight of his personal needs in order to give work a priority.