

Disc platinum rule assessment assignment

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The DISC Platinum Rule Assessment is a personality test used to help individuals understand the four fundamental behavior patterns: dominant, interactive, steady and compliant. The purpose of this test is to recognize which of the four styles is most dominant to each individual. Based on the reasoning of Dr.

Tony Alessandra, notable communication expert, all people display definable and predictable characteristics that can be classifiable, foreseeable and understandable. Understanding one's personal behavioral pattern may be instrumental in discovering a greater self-understanding as well as helping improve interpersonal relationships in all aspects of one's life i. e. work, personal, school and so on (Alessandra, T. , 2008). To put Dr. Alessandra's theories to the test, my MGT 344 class was given the opportunity to run through the DISC Platinum Rule Behavioral Style Assessment: Custom Edition for the University of Phoenix.

The purpose of this paper is analyze my predominant behavioral style based on my personalized DISC Platinum Rule Assessment report, share my strengths and weaknesses identified, explain why I agree or disagree with the assessment and to provide any opportunities where I believe I can focus for improvement. According to my personal report, based on my personal assessment and one other business associate observer, my behavioral style was considered to be Ds. My primary behavioral style is D Style the capital (D) stands for Dominance style which categorizes me as a quick-paced goal-oriented person.

My secondary style is the S Style the lowercase (s) stands for Steadiness Style which categorizes me as a people-oriented person. D Style strengths include but are not limited to: Quick-paced goal oriented people tend to be more comfortable in leadership positions over subordinate positions due to an inner need for control and achievement. As natural leaders D Style individuals require maximum freedom to manage themselves and their subordinates in order to accomplish and maintain high levels of success toward productivity and efficiency.

D Style individuals are considered more energetic, independent and naturally competitive with exceptional multi-tasking skills. D Style individuals are always up for new challenges and dive headlong into problematic situations with vigor, and they work well under pressure. D Style weaknesses include but are not limited to: Because of their fast-pace and goal-oriented nature, D Styles tend to become impatient and appear insensitive toward others feelings, ideas, issues and so forth.

Multi-tasking tends to be taken to extremes causing D Style individuals periodically to drop the ball having to regroup and start all over again. D Style individuals have a tendency to become critical or judgmental of teammates who have problems keeping up with their fast paced nature. As over achievers, D Style individuals tend to become workaholics who neglect their own personal mental and physical health and spiritual well being. Micromanagement is a big turn off for the average D Style individual who has a tendency to detest being told what to do, how to do it or when to do it.

S Style strengths include but are not limited to: S Style individuals tend to be the nurturers—warm and caring individuals with strong supportive tendencies toward others. S Style individuals are dedicated to building strong relationships with friends as well as business associates making them exceptional team players and networkers in the business arena. S Style individuals tend to be easy to get along with due to their warm and friendly nature and the fact that they are such keen listeners.

S Style individuals are good at planning and following through with delegated tasks and responsibilities. S Style weaknesses include but are not limited to: S Style individuals tend to prioritize relationships ahead of goals which cause them to go with the flow rather than rock the boat. S Style individuals have a tendency toward insecurity and oversensitivity which makes them emotionally vulnerable in times of change or possible instability. S Style individuals are more prone to indecisiveness which makes them slow to start or accept new projects or ideas.

Based on the strengths and weaknesses identified above, I found my personal DISC Platinum Rule Behavioral Style Assessment very enlightening and fairly accurate—to a degree. I know that I personally struggle with dominance traits and steadiness traits on a daily basis. However, I noticed that I have personal behavioral traits in all four categories. Yes, I do have a strong need to be in control especially when it comes to my work environment. I definitely despise being micromanaged or having a boss always looking over my shoulder.

For that reason, I tend to stick to entrepreneurial type jobs where I have maximum freedom and control over my work environment and my teams with minimal supervision. Therefore, I do believe that D Style is definitely my primary behavior style—hands down, and my secondary style is definitely S Style because I tend to nurture or take my associates under my wing—so to speak when I offer one-on-one personal time and coaching. However, when it comes to my schoolwork I see the C Style as my dominant style because I am always cautious and analytical when it comes to studying and understanding assignments.

I work at a slow pace checking and double checking everything before I turn in my assignments, and I have a definite tendency toward perfection which sometimes causes me to get paralysis by analysis—often. When it comes to team assignments I have high performance expectations of myself and others. Then again, when it comes to my Ministry, I think that the S Style is my dominant behavioral style because I am all about helping others in a warm, caring and supportive manner. I am an avid listener and people find comfort in my approachable nature.

On the other hand, when I am with friends and family in a social setting I believe that my primary behavioral style leans more toward I Style because I am a happy, fun-loving person that enthusiastically enjoys party time with the rest of the crew. Based solely on my personal assessment results some of the areas where I believe I can focus for improvement include but are not limited to:

- Slow down: take time to understand others perspectives and express ideas.
- Acknowledge others: give credit where credit is due for those who have helped with a project.

Become adaptable to other styles and learn

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how to interact based on their needs rather than my own. •Support others in their personal and work related goals •Learn to delegate and give others their own space and authority without interference. •Refrain from or modify the need to be in control—let someone else lead the team. References

Alessandra, T. (2008). The DISC Platinum Rule Behavioral Style Assessment: Personalized Report. Retrieved October 10, 2008, from University of Phoenix – <https://uop.blanchardassessments.com/report.asp?id=179253>