

Disc assessment paper

Psychology, Behaviorism



DISC Assessment Paper Organizational behavior studies have become more significant in today's present years than they were before in past years, this is due to companies realizing that in order to acclimatize to the constantly changing business cultures that have stemmed from a competitive and rapidly moving market, they must put more emphasis on the correlation between human behavior and the organization. Understanding this concept has led many several companies to put investment into behavior assessments and seminars and use them as a training tool to educate their employees and learn the reasons for each person's behavior and attitudes and how to handle and approach these various types of behaviors and attitudes. In this paper we will be discussing the study of various behaviors via taking the DISC platinum Rule Behavioral Style Assessment to identify both me and my learning team member's predominant behavior styles. We will then analyze our behavior styles, our strengths and weaknesses identified within our styles and whether or not we agree or disagree with the assessment. The DISC Assessment categorized both of our behavioral types as being the interactive style and our sub styles were Ic. The Interactive Style also called I Style is friendly, enthusiastic, a "party animal" that love to be where all the action is. They thrive on the acknowledgment, admiration and compliments that follow being in the spot light. They are more relationship-oriented than they are task-oriented. An Interactive style's strengths are charm, persuasiveness, warmth and enthusiasm. They are gifted in skills and communication between individuals as well as groups. They are optimists with a large amount of charisma. They are also dreamers and idea-people who excel in getting others excited about their vision. All of

these qualities assist them in influencing people and building alliances. The interactive style's weaknesses are pinpointed as poor follow-through, carelessness, exaggeration and disorganization. They have a habit of getting too involved in too many activities and lose interest quickly. Furthermore, they can at times be seen as being impetuous, manipulative, and excitable when displaying behavior that is inappropriate to a situation. When analyzing the results of the DISC Assessment and the summary of my behavior. We were able to comprehend why we function and act the way that we do while interacting with our co workers, family and people. We both started to think about our adolescent years until now and realized that everyone wanted to be our friends and we were also chosen to be the leader most of the time. I would sometimes avoid being the leader and Gina would always be the leader but we were also both content with just being apart of the activities and tasks needing to be accomplished but our ability to drive others and complete task with enthusiasm would always show because of this we were thereby always moved to the front of the crowd. We also noticed that this same thing applies when were in the workplace; we were both again selected to be a leader after just a short time of displaying our abilities to charm and motivate. Gina noticed that she is always the person to excite employees and get them to produce at a faster pace when completing departmental tasks and goals. Gina saw that her managers are always pleased with her people skills and that they often use her as an example to her peers when adjusting or presenting new changes to the department. I identified that I was good at innovation at work and creating new ideas. Gina and I both welcome and look forward to change because it keeps and sparks

our interest. We both despise boredom. DISC offered us so much information about our interactive style's typical business characteristics such as wanting to be included by others in significant events such as research and brainstorming, resisting control and desiring freedom. In our personal lives we both also realized how our behavior style applied because we both don't like when someone doesn't give us their undivided attention and when were not given an opportunity to express ourselves or opinions. Although we understood and agreed with our behavior style and thought that it was insightful how we both share the same style, we had a very difficult time relating to the weaknesses like being manipulative, having a short attention span, poor follow-through, and stretching the truth when feeling pressured and stressed. None of those behaviors and characteristics relate to either one of us in our day to day lives and interactions. References Alessandra, Tony. (2011). The DISC Platinum Rule Behavioral Style Assessment. Retrieved March 21, 2011, from <https://uop.blanchardassessments.com>