



# DISC Profiler

## BASIC INFO

Refers to the essential details of the assessment.

Candidate Name:

Jane Doe

Candidate ID:

117521000005

Email:

Jane16@gmail.com

Invited By:

testadmin@pmaps.in

Language:

English

Attempted Questions:

44/44

Exam Started:

10/03/2026, 17:14:01 pm

Exam Ended:

10/03/2026, 17:19:31 pm

Time Taken:

4/30



### Response Style: Natural Response Style

The candidate's response pattern indicates a consistent and natural approach to the assessment. There are no significant indicators of random responding or attempts to present an overly favorable image.

#### DISC PROFILE

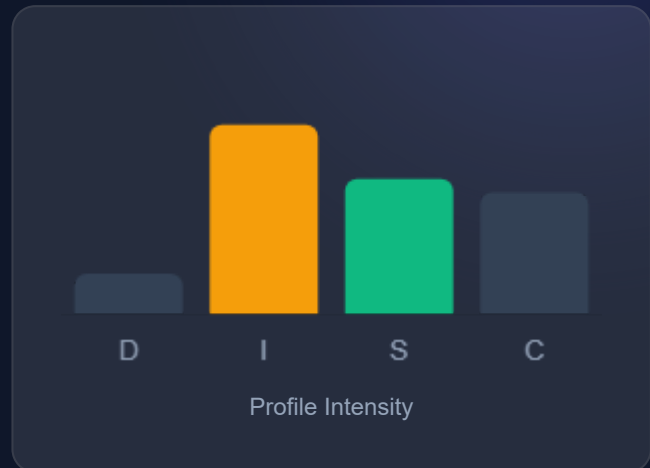
# IS

## The Diplomats

Primary driver: **Influence.**

Secondary driver: **Steadiness.**

Note: This visual summary represents the relative intensity of traits. It is not a performance score.



## How to Interpret This Report

- **UNDERSTANDING THIS REPORT**

This report is based on the DISC behavioral model, which categorizes observable behavior into four distinct styles. It provides a structured analysis of Candidate's behavioral preferences in professional settings. This section focuses on how to interpret the results presented in the following pages.

- **PRIMARY AND SECONDARY DRIVERS**

The Primary Driver represents Candidate's strongest behavioral tendency, while the Secondary Driver supports and influences the Primary Driver. The combination of both forms Candidate's overall behavioral style. The Primary Driver receives greater emphasis in interpretation, and the profile name reflects the interaction of these two drivers.

- **ARCHETYPE LABEL**

The profile name shown in this report is an archetype derived from the combination of the Primary and Secondary Drivers. It represents a structural behavioral theme rather than a personality label. It does not define ability or suitability; it is used as a simplified reference for interpretation.

- **AGGREGATE VISUALIZATION**

The radar chart (or spider chart) offers a holistic view of Candidate's behavioral profile. It plots the intensity of all four traits simultaneously, creating a unique shape that represents the overall 'footprint' of Candidate's style. Expanding shapes indicate high energy across multiple traits, while constricted shapes may indicate more specialized or focused behavior.

- **READING THE BEHAVIORAL PATTERN ANALYSIS**

The bars represent relative behavioral emphasis compared to the population. The marker shows Candidate's position within that range. A moderate score is visually centered, while markers at the extremes indicate distinct tendencies. The Under Pressure section indicates the direction of change during stress.

- **DETAILED INTERPRETATIONS**

**Motivators: Wants & Needs**

Identifies what drives the candidate (Wants), their requirements for psychological security (Needs), and specific factors that maximize Engagement.

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**Candidate's Work Image**

Reflects behavior in professional settings. Includes subsections on **Your Strengths** (key assets), **Work Style Tendencies** (approach to tasks), and **Best Environment Provides** (ideal conditions).

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**Candidate's Self Image**

Reflects the candidate's natural, most comfortable behavioral style when not adapting to external expectations or role demands.

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**Candidate's Under Pressure**

Analyzes behavioral shifts during stress, covering self-perception, perception by others, needs, and conflict strategies. In this section, (+) indicates a trait is relied upon more, (-) indicates it is suppressed, and (0) indicates stability.

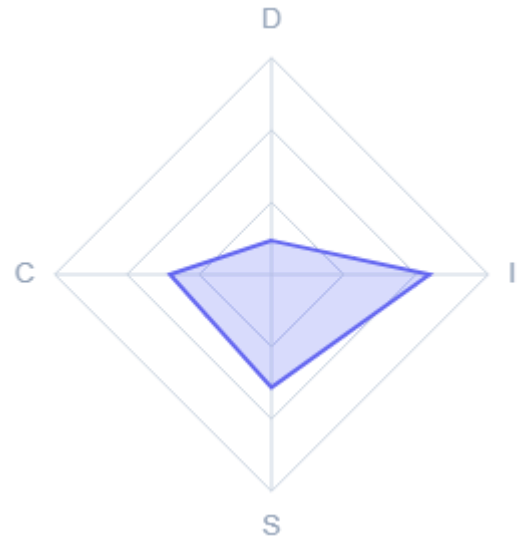
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## CANDIDATE'S DISC PROFILE

Based on the interaction of Candidate's Primary and Secondary drivers

# The Diplomats

Jane Doe embodies the Diplomats archetype, with a primary focus on influence as their core identity orientation. This orientation manifests in a strong ability to connect with others and foster relationships. Complementing this is a secondary focus on steadiness, which provides a reliable and supportive presence, though not as prominently as the primary influence. Outwardly, this individual demonstrates a measured expression of their influence and steadiness traits, varying in visibility depending on the context. Under pressure, there is a mild amplification of their influence, enhancing their engagement with others. Conversely, their steadiness may become more restrained during challenging situations, contributing to a balanced personality overall.



**Aggregate Visualization**

# Understanding DISC

The DISC model is a personal assessment tool used to improve work productivity, teamwork, and communication. It measures your personality and behavioral style.

## Dominance

Emphasis on accomplishing results, the bottom line, and confidence.

## Influence

Emphasis on influencing or persuading others, openness, and relationships.

## Steadiness

Emphasis on cooperation, sincerity, and dependability.

## Compliance

Emphasis on quality, accuracy, expertise, and competency.

# Behavioral Pattern Analysis



## INTERPRETING THE BEHAVIORAL PATTERN ANALYSIS

These graphs visualize behavioral intensity relative to the general population. Comparing **Work Image** (adapted behavior) with **Self Image** (natural behavior) reveals how much the candidate adapts to meet professional demands. In the **Under Pressure** graph, the center (0) represents behavioral stability. Scores extending to the right (+) indicate the trait is relied upon more during stress, while scores to the left (-) indicate the trait may be suppressed.

### WORK IMAGE

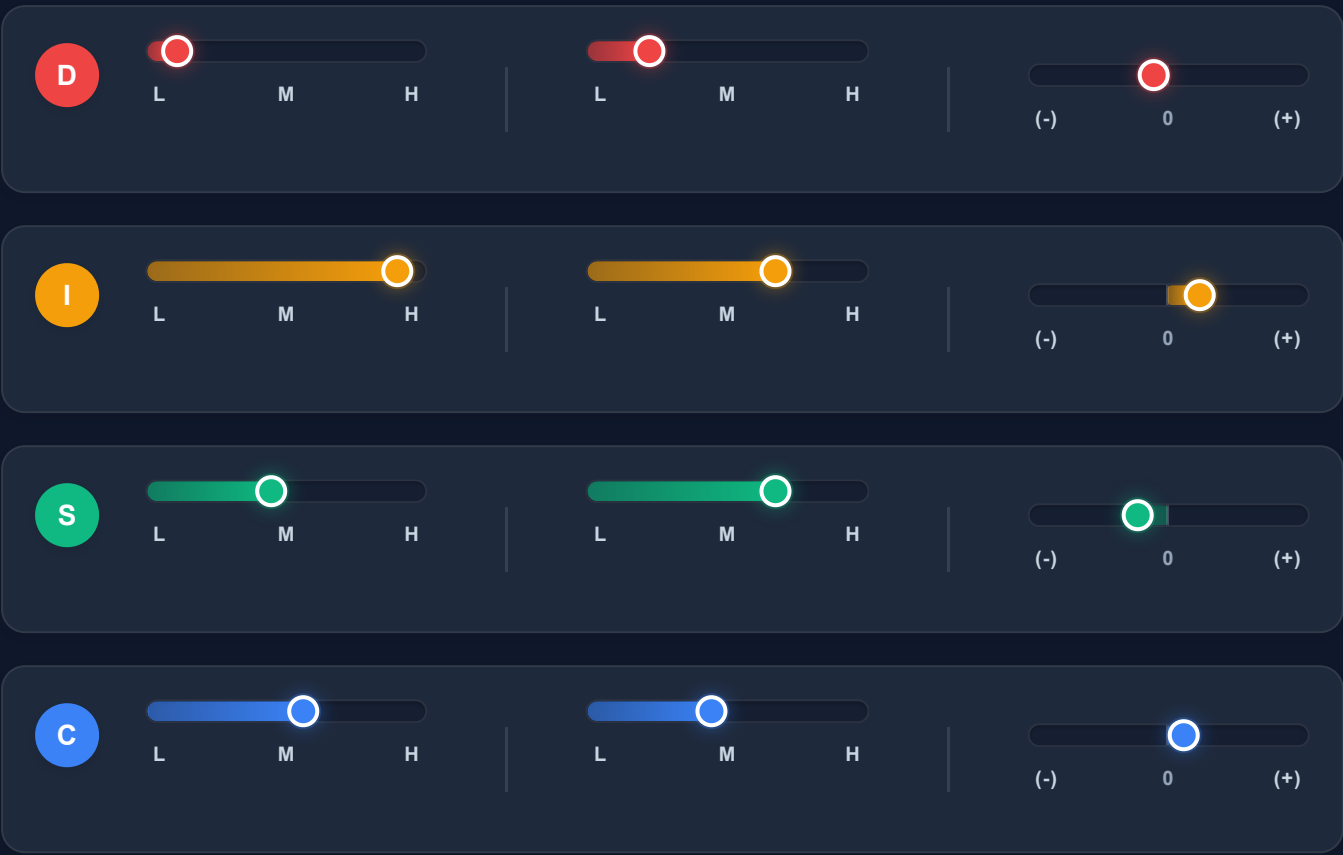
Adapting to professional role expectations

### SELF IMAGE

Natural, most comfortable behavioral style

### UNDER PRESSURE

Behavioral shifts during stress or conflict





## DETAILED INTERPRETATION

# Main Primary Driver: Influence

### 🎯 Jane Doe's Motivators: Wants and Needs

#### WHAT MOTIVATES THIS STYLE

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- Being able to express thoughts openly in interactive settings.
- Connecting with others through conversation and shared ideas.
- Feeling heard and recognized for personal contribution.

#### WHAT THIS STYLE NEEDS

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- ✔ Opportunities for active interaction with people.
- ✔ Space to share ideas without restriction.
- ✔ Environments that encourage open communication.

#### INCREASES ENGAGEMENT

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- ⚡ Situations that allow visible contribution and involvement.
- ⚡ Positive feedback that acknowledges participation.
- ⚡ Collaborative environments with ongoing interaction.

## Work Image

*This represents your workplace behavioral expression — the tendencies you adjust or emphasize in response to professional expectations and role requirements.*

In work environments, Jane Doe demonstrates a balanced expression of interpersonal influence. Communication includes visible engagement without overwhelming interaction dynamics. Ideas are shared with clarity and conversational presence. Engagement supports collaboration while remaining structured around tasks. Expression remains confident without constant persuasion. This creates a professional presence that is socially engaged and interaction-focused.

### YOUR STRENGTHS

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- Communicates ideas with clarity and conversational ease.
- Engages colleagues through active and responsive discussion.
- Encourages dialogue during collaborative task exchanges.
- Maintains visible participation in team interactions.
- Brings energy into discussions without distracting from objectives.

### WORK STYLE TENDENCIES

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- Shares perspectives openly during meetings and coordination sessions.
- Uses conversational engagement to maintain discussion flow.
- Expresses viewpoints clearly during group exchanges.
- Supports communication momentum during collaborative efforts.
- Maintains visible interaction during structured tasks.

### BEST ENVIRONMENT PROVIDES

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- Collaborative spaces that encourage open discussion.
- Opportunities for idea-sharing during structured meetings.
- Interactive communication norms within professional teams.
- Work settings that value visible participation.
- Platforms that support clear and engaging expression.

## Self Image

*This represents your most natural, comfortable state when you are not adapting to external expectations.*

Jane Doe feels comfortable engaging with others and expressing thoughts when the situation invites it. Conversation can feel natural without being constant. There is ease in connecting with people, though identity does not depend on visibility. Sharing ideas feels appropriate when meaningful rather than automatic. Social energy exists in balance with personal space. In daily settings, Jane Doe may enjoy interaction without needing to be at the center of attention. Communication feels like a useful and comfortable channel for connection. There is appreciation for engagement, yet silence does not feel uncomfortable. Influence forms part of identity without defining it entirely. Expressiveness appears naturally, but it remains measured and steady.

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**DETAILED INTERPRETATION****Secondary Driver: Steadiness****🎯 Jane Doe's Motivators: Wants and Needs****WHAT MOTIVATES THIS STYLE**

- Being part of environments that feel steady and predictable.
- Maintaining consistent connections with familiar people.
- Experiencing routines that provide comfort and continuity.

**WHAT THIS STYLE NEEDS**

- ✓ Clear expectations that remain relatively stable.
- ✓ Time to adjust gradually to new situations.
- ✓ Environments that avoid unnecessary disruption.

**INCREASES ENGAGEMENT**

- ⚡ Settings that encourage cooperation and steady interaction.
- ⚡ Situations where reliability is appreciated.
- ⚡ Gradual progress without frequent abrupt change.

## Work Image

*This represents your workplace behavioral expression — the tendencies you adjust or emphasize in response to professional expectations and role requirements.*

As a supporting driver, steadiness becomes visible during collaborative execution phases. Patience and consistency are expressed without rigid dependence on routine. Engagement supports stable coordination while remaining adaptable to change. Pace remains measured during structured responsibilities. Continuity is valued but not enforced. This results in a professional presence that blends reliability with situational flexibility.

### YOUR STRENGTHS

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- Maintains steady engagement during ongoing task execution.
- Supports continuity within structured collaboration settings.
- Responds calmly during process adjustments.
- Demonstrates reliable participation in coordination efforts.
- Balances predictable pacing with practical responsiveness.

### WORK STYLE TENDENCIES

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- Prefers stable workflows while adjusting when required.
- Reinforces cooperative exchanges during execution phases.
- Maintains measured pace across routine responsibilities.
- Supports gradual implementation during task transitions.
- Demonstrates consistent follow-through in structured projects.

### BEST ENVIRONMENT PROVIDES

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- Clear communication during gradual process changes.
- Defined timelines supporting steady execution.
- Team structures encouraging cooperative continuity.
- Predictable coordination rhythms during task phases.
- Transparent expectations that reduce abrupt disruption.

## Self Image

*This represents your most natural, comfortable state when you are not adapting to external expectations.*

Jane Doe recognizes comfort with stability, though it does not anchor identity. There is appreciation for steady patterns without strong attachment. Calm responses feel accessible when situations require balance. Predictability can feel reassuring, yet flexibility remains available. Stability plays a supportive rather than central role. In daily settings, Jane Doe may prefer continuity without depending on it. Relationships benefit from consistency, though change does not feel overwhelming. Another trait defines identity more clearly, while steadiness adds quiet support. Patience and reliability exist without dominating personal style. Steadiness contributes to inner balance without defining how Jane Doe sees themselves.



### Disclaimer

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