EVERYTHING DiSC WORK OF LEADERS®

Supplement for Facilitators

Denard Harris

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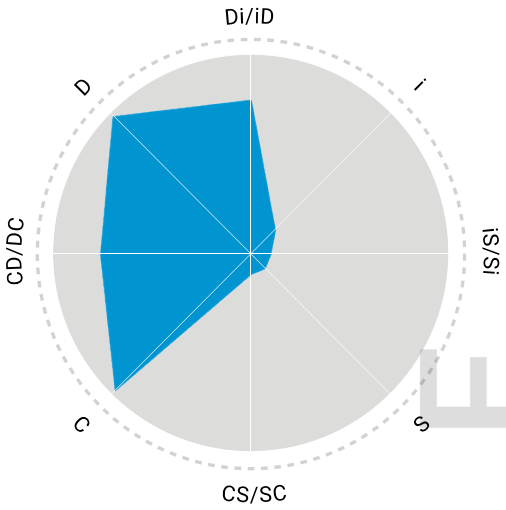
Supplemental Data

FOR DENARD HARRIS, D STYLE

This supplement provides for more in-depth interpretation of Denard's DiSC® style, beyond the simple snapshot of the Everything DiSC® dot and shading.



1 Denard's DiSC® Scales

The shape of the "umbrella graph" at right shows Denard's scores on the **eight DiSC scales.** A proprietary algorithm based on these scores is used to calculate DiSC style and dot location. The closer each point is to the edge of the circle, the higher Denard's score for that scale. For more information about these scales, please see the Everything DiSC Research Report.

2 Denard's Unexpected Items

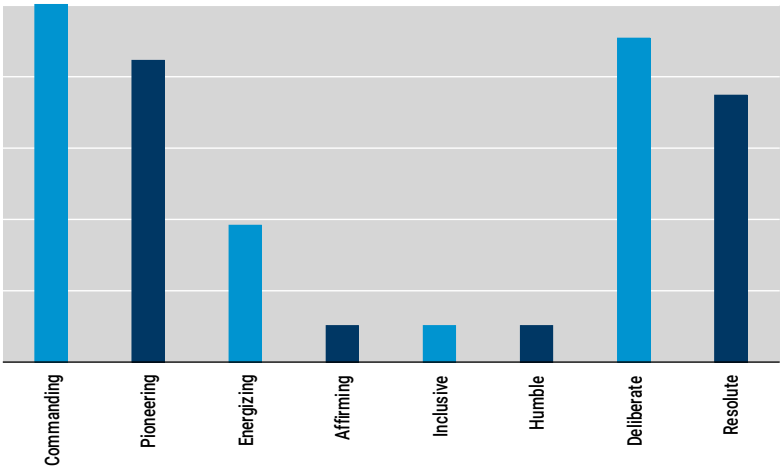
The ratings for the following items are not correlated with Denard's D style. The parentheses show the rating given to each item on a five-point scale.

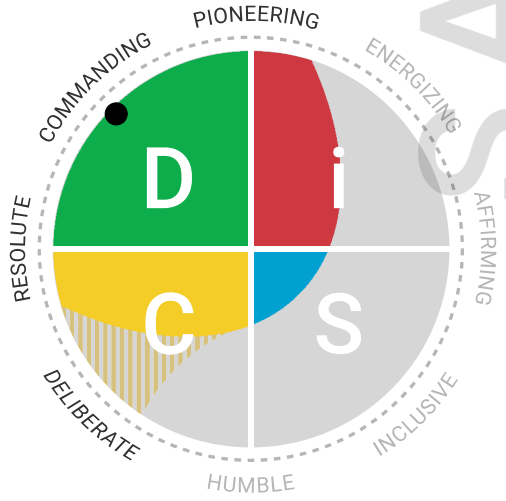
- I tend to let other people take the lead (4)
- I prefer to work at a careful, step-by-step pace (4)

3 Denard's Priority Subscales

The shading on the DiSC map below shows that Denard has **four priorities:** the three typically associated with the D style (Resolute, Commanding, and Pioneering), as well as one extra priority (Deliberate), as indicated by the stripes.

The bar graph below shows Denard's scores on the **eight priority scales,** which were used to identify the extra priority on Deliberate.





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Supplemental Data

DEFINITIONS

DiSC® Scales: The items in the standard Everything DiSC® assessment are each assigned to one of eight DiSC scales: D, Di/iD, i, iS/Si, S, SC/CS, C, and CD/DC. Respondents get a score for each of the eight scales, and these scores are used to determine their DiSC style and dot placement. Our proprietary algorithm weighs the scale scores and assigns the most appropriate DiSC style: D, Di, iD, i, iS, Si, S, SC, CS, C, CD, or DC.

Unexpected Items: These are assessment items that a respondent rated in a way that isn't typically associated with this person's DiSC style. For instance, when a person with a D style highly endorses an "S" assessment item, it is unexpected. Likewise, when the same person gives a low rating to a "D" item, that score is also unexpected. We report these items in the supplemental data to help you understand subtle ways that the respondent's tendencies may differ from behaviors typical of the respondent's DiSC style.

Priorities: Each DiSC style is correlated with three priorities, as seen around the circle. Respondents will always receive the three priorities associated with their DiSC style—shown in bold—regardless of their subscale scores.

Priority Subscales: While each of the Everything DiSC programs is built on the same basic DiSC assessment, each has additional assessment items unique to that product. These items are used to calculate product-specific priority scales that are used to determine whether the respondent has any extra priorities. It's possible to have a high priority subscale in one product but not another.

Extra Priorities: Each respondent will always be assigned the three priorities associated with that person's DiSC style. However, if a respondent has a high score on one or two other priority subscales, the respondent will be assigned those one or two extra priorities. This isn't a good or bad thing—having four or five priorities is no better than having three. These extra priorities, which are indicated on the DiSC map with bold italic and striped shading, simply help to tell the respondent's DiSC story more accurately.

FREQUENTLY ASKED QUESTIONS

Q: What's the difference between the bar graph and the "umbrella graph" on page 2?
A: The bar graph on page 2 shows priority scores, which are specific to the application of Everything DiSC® that you took. The "umbrella graph" is based on the eight DiSC scale scores, which are the same for all applications.

Q: Can I have a priority that is shaded, even though that priority doesn't look very high on the bar graph?
A: Yes, the three priorities closest to your dot are always shaded, regardless of how high the corresponding bars are. Those three priorities are theoretically correlated with your DiSC style.

Q: My extra priority subscale is higher than one or more of the three subscales associated with my DiSC style. Does that affect the placement of my dot?
A: No. Your dot placement is determined solely by your scores on the eight DiSC scales. The priority subscales are only used to determine whether you have an extra priority.

Q: Is it possible to have unexpected items with both high and low scores?
A: Yes. Your unexpected items may include items with high scores that are typically rated lower by people with your style, as well as items with low scores that are typically rated higher by people with your style.

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