EVERYTHING DiSC
A Wiley Brand

Supplement for Facilitators

Mateo Vega

Wednesday, January 12, 2022

This report is provided by:

Integris Performance Advisors
support@integrispa.com

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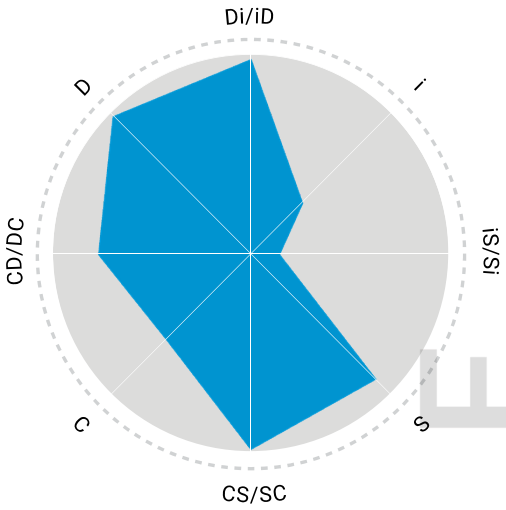
Catalyst.

Workplace Supplement

FOR MATEO VEGA, SC STYLE

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



1 Mateo's DiSC® Scales

The shape of the "umbrella graph" at right shows Mateo'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 Mateo's score for that scale. For more information about these scales, please see the Everything DiSC Research Report.

2 Mateo's Unexpected Items

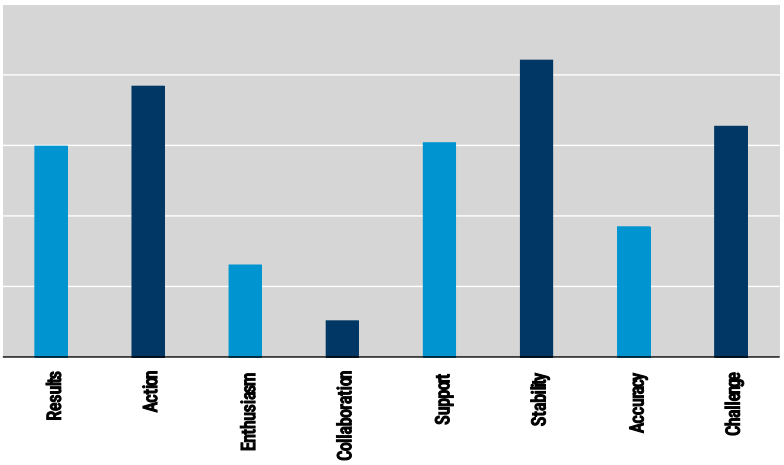
The ratings for the following items are not correlated with Mateo's SC style. The parentheses show the rating given to each item on a five-point scale.

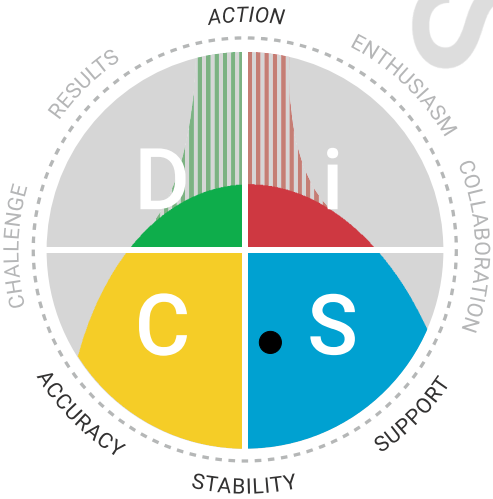
- I tend to move at a cautious, steady pace (1)
- I like to take things slowly and steadily (1)
- I tend to let other people do the talking (2)
- I am cautious (2)
- I am modest (2)
- I tend to let other people take the lead (1)
- I tend to be soft spoken (1)
- I don't like to push too hard for my opinions (2)
- I spend more time listening than talking (2)
- I am quiet (2)

3 Mateo's Priority Subscales

The shading on the DiSC map below shows that Mateo has **four priorities:** the three typically associated with the SC style (Support, Stability, and Accuracy), as well as one extra priority (Action), as indicated by the stripes.

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





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Workplace Supplement

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 applications is built on the same basic DiSC assessment, each has additional assessment items unique to that application. These items are generally used to calculate application-specific priority scales that determine whether the respondent has any extra priorities. It's possible to have a high priority subscale in one application 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 the previous page?

A: The bar graph shows the priority scores that are specific to Workplace. 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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Management Supplement

FOR MATEO VEGA, SC STYLE

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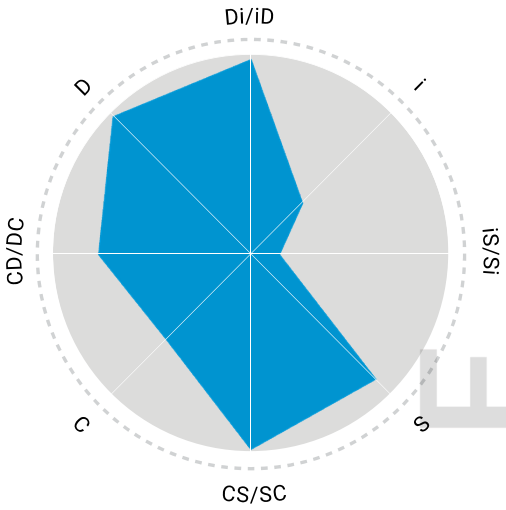


1 Mateo's DiSC® Scales

The shape of the "umbrella graph" at right shows Mateo'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 Mateo's score for that scale. For more information about these scales, please see the Everything DiSC Research Report.

2 Mateo's Unexpected Items

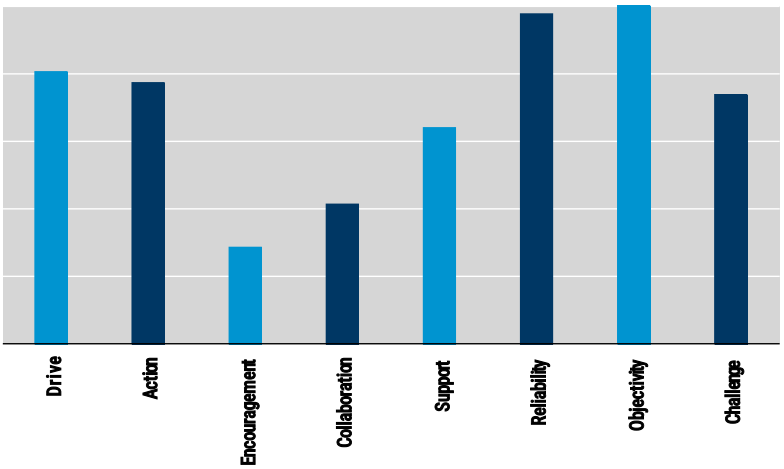
The ratings for the following items are not correlated with Mateo's SC style. The parentheses show the rating given to each item on a five-point scale.

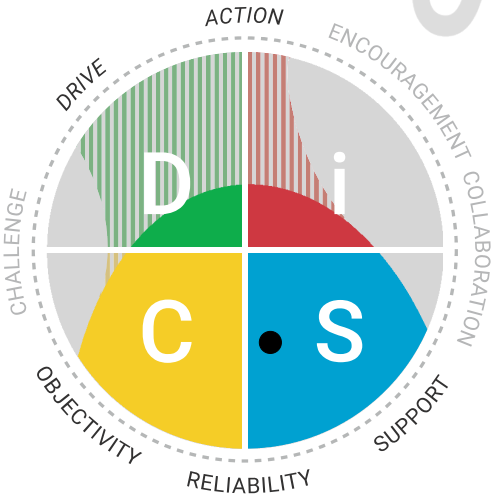
- I tend to move at a cautious, steady pace (1)
- I like to take things slowly and steadily (1)
- I tend to let other people do the talking (2)
- I am cautious (2)
- I am modest (2)
- I tend to let other people take the lead (1)
- I tend to be soft spoken (1)
- I don't like to push too hard for my opinions (2)
- I spend more time listening than talking (2)
- I am quiet (2)

3 Mateo's Priority Subscales

The shading on the DiSC map below shows that Mateo has **five priorities:** the three typically associated with the SC style (Support, Reliability, and Objectivity), as well as two extra priorities (Action and Drive), as indicated by the stripes.

The bar graph below shows Mateo's scores on the **eight priority scales,** which were used to identify the extra priorities on Action and Drive.





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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 applications is built on the same basic DiSC assessment, each has additional assessment items unique to that application. These items are generally used to calculate application-specific priority scales that determine whether the respondent has any extra priorities. It's possible to have a high priority subscale in one application 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 the previous page?

A: The bar graph shows the priority scores that are specific to Management. 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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Agile EQ™ Supplement

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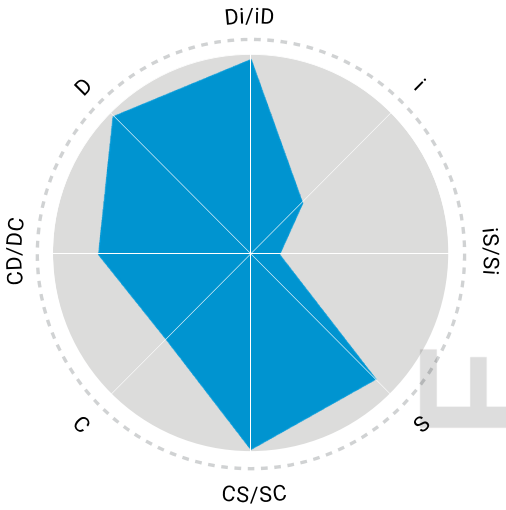

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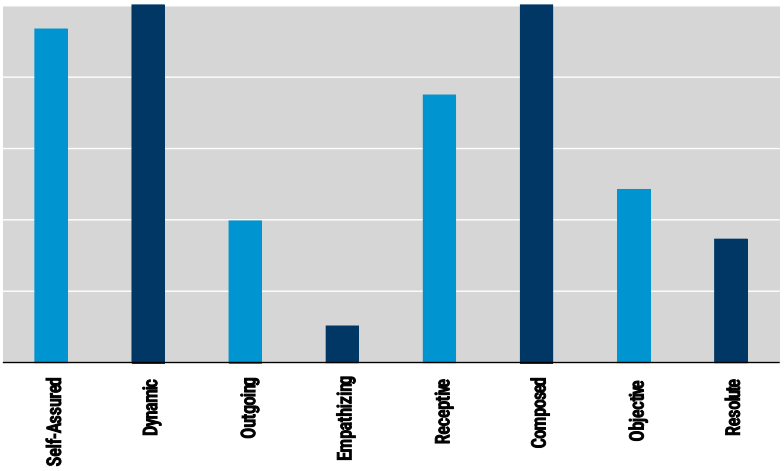
2 Mateo's Unexpected Items

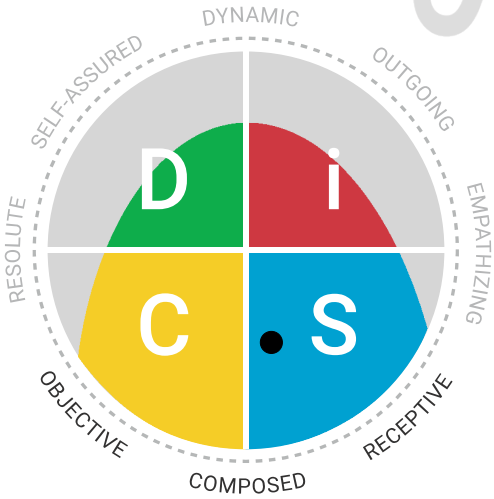
The ratings for the following items are not correlated with Mateo's SC style. The parentheses show the rating given to each item on a five-point scale.

- I tend to move at a cautious, steady pace (1)
- I like to take things slowly and steadily (1)
- I tend to let other people do the talking (2)
- I am cautious (2)
- I am modest (2)
- I tend to let other people take the lead (1)
- I tend to be soft spoken (1)
- I don't like to push too hard for my opinions (2)
- I spend more time listening than talking (2)
- I am quiet (2)

3 Mateo's Mindset Subscales

The bar graph shows Mateo's scores on the eight mindset subscales. The DiSC map shows the three mindsets associated with Mateo's SC style: Receptive, Composed, and Objective. The effort meters on Agile EQ™ pages on the Catalyst™ platform and profile reflect subscale scores for the remaining mindsets.





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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.

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

Mindset Subscales: While each of the Everything DiSC applications is built on the same basic DiSC assessment, each has additional assessment items unique to that application. In Agile EQ™, these items are used to help calculate the mindset scales that determine the respondent's effort meter results on the Catalyst™ platform and profile. These effort meters show how much effort is required to adopt those mindsets not associated with the respondent's style. For example, if a respondent scores high on a given subscale, the corresponding effort meter will indicate that it likely takes little effort to adopt the mindset.

FREQUENTLY ASKED QUESTIONS

Q: What's the difference between the bar graph and the "umbrella graph" on the previous page?

A: The bar graph shows mindset scores, which are specific to Agile EQ. The "umbrella graph" is based on the eight DiSC scale scores, which are the same for all applications.

Q: Can I have a mindset that is shaded, even though that mindset doesn't look very high on the bar graph?

A: Yes, the three mindsets closest to your dot are always shaded, regardless of how high the corresponding bars are. Those three mindsets are theoretically correlated with your DiSC style.

Q: One of my mindset subscale scores 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 mindset subscales are used to determine the effort required to stretch to a particular mindset.

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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