



jane doe

The Childrens Report

Wednesday, August 31, 2016

Introduction to the Child's DISC Report



A Note to Parents and Caregivers:

The Children's Report was developed for children ages 8-12 to introduce the concept of personality using DISC Personality theory. Written in simple language, this report was designed to help young people understand who they are and why they, and others, think and act the way they do.

As with any subject, an adult can have a major impact on a child's understanding, especially when it comes to a complex issue like personality. Involve yourself by going through this

profile page-by-page with your child.

It is a great benefit when you know and understand your own style as well. Please complete your own DISC assessment to understand your own DISC parenting style. Examining your style and the styles of other family members will give you great insight. Together, you and your child can learn to understand and appreciate each other's differences and similarities and work toward greater compatibility!

A Note to Your Child:

The Children's Report will lead you on an adventure of self-discovery. We are going to explore your personality, the things you like or dislike; what you enjoy or don't enjoy; how you talk to others and how you would like others to talk to you.

Over the years, great thinkers have tried to understand human personality. Personality style tells us about our outlook on life, it helps us understand how we respond to people and to tasks. It helps us understand how we see relationships, challenges, changes, details and decision making.

In order to understand personality, great thinkers have had to simplify it. So, they have grouped personality into four different areas, called "style's" so that they may be more easily understood.

This report will teach you about the four basic personality styles of all people and then show you how these four styles blend to make your personality unique. Once you understand what makes you different from some people, yet similar to others, a new language of personality will be revealed to you—**the personality language called DISC.**

The information in this report was taken from the responses you gave to the questions you answered. Just remember, there are no right or wrong; good or bad answers, just as there are no right or wrong; good or bad personality styles. Personality is as unique as fingerprints, everyone has got one, all are different and all are valuable.



The results of your assessment are on the following pages. This report should be reviewed with a parent, teacher or guardian. Remember, there is no "right" or "wrong" when it comes to personality styles. All styles have their own strengths and positive qualities.

What are Personality Styles?

Personality = How you respond to people and tasks!

What you need to know:

- There are four basic Personality Styles identified by great thinkers
- These have become known as DISC Personality Styles
- Each letter D.I.S.C stands for a different way people behave
- All people are a combination of all four styles
- All Personality Styles are good and have good qualities



D stands for:

DETERMINED

A **Determined** person:

- Does not give up easily
- Knows what they want
- Likes to be the leader
- Try's hard to win
- Can be daring or fearless
- Self Assured
- Not shy
- Can be competitive



I stands for:

INFLUENCING

An **Influencing** person:

- Truly loves people
- Enjoys talking and sharing
- wants to show others
- Changes their mind quickly
- Can make you laugh
- Trusting with others
- Enthusiastic
- Great at persuasion

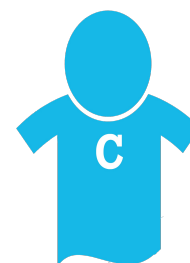


S stands for:

STEADY

A **Steady** person:

- Is kind to everyone
- Is patient and friendly
- Will be respectful
- Often tries to please others
- Will join others in fun
- Will be loyal
- Enjoys group activities
- Likes to take ownership



C stands for:

CONSCIENTIOUS

An **Conscientious** person:

- Really enjoys tasks
- Likes to be organized
- Will concentrate and think
- Knows the details and facts
- Finds solutions
- Can be independent
- Likes to find a routine
- Can be sensitive

Your DISC Style Blend

Your Style Blend is a combination of all personality dimensions higher than six (6) on your graph.



Influencing/Determined/Conscientious Style Blend

jane is an IDC style

When dealing with jane, you may feel as if you are in a contest. Your IDC style child likes to take the lead and focuses on accomplishing goals. jane has the ability to be an effective leader and motivator to the group. jane can hold their own in a debate and often enjoys verbal sparring.

With people jane can be:

Confident	Adecision-maker
Outspoken	Talkative
Independent	Sociable
Cheerful	Persuasive
Distracted	Strong willed
Creative	Imaginative



Your DISC Style Blend Continued



To grow jane should:

Try to be more patient
Listen to the ideas of others
Learn to be more aware of others' feelings
Try to focus more on people
Be more sensitive to others
Don't be so hard on yourself and others

At school, jane can be:

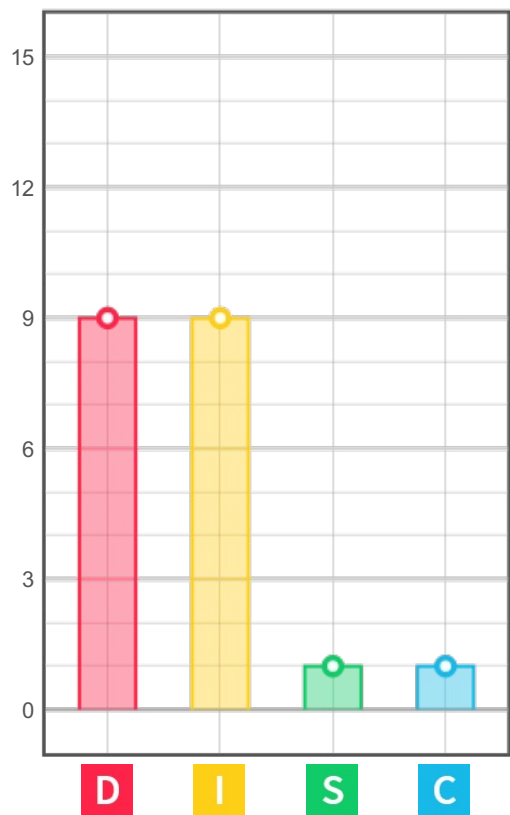
Goal oriented	Productive
Aproblem solver	Achallenger
Aleader	Determined
Inspiring to others	Achange agent
Detail oriented	Organized
Realistic	Focused



Tips for Parents, Guardians and Teachers:

Offer jane choices
Encourage jane to be a better listener
Allow jane to capitalize on creative problem-solving abilities
Encourage jane to take part in team activities
Praise jane's high quality work

Your DISC Graph



Your DISC Graph

Your DISC Graph is the best way to see your personality traits all at once.

As you can see, all of your personality traits are used-Determined -Influencing- Conscientious- Steady, but some are more expressed than others.

The higher the score, the more intensely that trait will be expressed. The lower the score, the less intensely that trait will be expressed.

- Values between 0-3 are considered **very low** energy investment
- Values between 4-6 are considered **low** energy investment
- Values between 7-9 are considered **average** energy investment
- Values between 10-11 are considered **high** energy investment
- Values between 13-15 are considered **very high** energy investment

The higher the points are on your graph in a style, the more positively you feel about that style. Ultimately, the higher you score on the children's graph in a particular style, the more energy you will invest in achieving the outcomes represented by that dimension.

Improving Communication



jane's communication style is primarily "Influencing".

Use the information provided to help you improve communication.

The Influencing Child with:

The D Adult: The I child's love of fun and contagious enthusiasm can be frustrating to you when you want to get things done. Let them express themselves; don't try to control the conversation or get the bottom line. You both have high energy levels and strong egos, though that energy may often be directed differently. Keep them focused on their goals.



The I Adult: Let this child talk while you develop your own skills. The I child likes to express themselves as much as you "getting away" with too much and you can be taken advantage of by picking up the slack for him/her. There is both a need and an appreciation for the structure and security you can provide.

The S Adult: The I child will often try to charm you into do. Resist making excuses for the child when they do not follow through. It may be painful at times to see the results of disorganization in this child as organization is not something that comes easily to either of you, but you can help them by encouraging development of this skill.

Phrases that you can use to encourage the "Influencing" child:

"I like how you always see the bright side"

"You get along well with people"

"You communicate well"

"I like your enthusiasm"

The C Adult: You can help them learn to become more detail and task oriented, and you can learn how to quicken your own pace and have fun. The I child will look for approval from you, so see that you focus your attention on him when he needs to talk. Don't push for perfection, but rather for improvement, and recognize efforts on the child's part.

Improving Communication Continued



jane as a Influencing Style

Use the graph provided to help you improve communication with jane:

Characteristics of I Children	Tips	More Explanation
I's just want to have fun.	Make sure you plan for fun, play and entertainment.	Sometimes even a child's life can be full of educational or more structured activities. Remember, an I child wants to entertain and be entertained; make sure he/she has time for fun.
I's need plenty of encouragement.	Encourage them verbally often.	Tell him/her you are proud of him/her for their accomplishments, give him/her constant feedback on their progress, reminder him/her of their strengths and that he/she is capable and special.
I's are very social.	Allow them enough time to be with friends.	Make yourself available to do things with him/her on a regular basis and keep phone numbers of neighborhood friends handy for play dates. Because I's value social time, you can use "friend time" as a reward for doing other (less desirable) tasks.
I's are not naturally structured, disciplined, nor concerned with time.	Help your child with more structured tasks.	Help him/her learn responsibility with charts, allow him/her to earn rewards by doing structured tasks (chores), give him/her praise when he/her gets ready on time, give him/her encouragement to get organized or clean his/her room.
I's like to be accepted.	Help them understand peer pressure.	This is a reoccurring theme in an I child's life. They will need your support to understand when to say no to their friends and when to be an individual rather than follow the crowd.
Don't be impersonal, distant or give your child the "silent treatment".	Understand that this is interpreted by an I child as rejection.	Rejection is an I's greatest fear and will cause internal stress for the child.



The Intensity of your D style

On a scale from One to Ten, your D score is: EIGHT

D stands for Determined: a determined person does not give up easily, they know what they want, they like to be the leader, and they will try hard to win. There is a little "D" in all of us. How much "D" do you think is in you? Look at your graph to find out.

Check out the chart provided for a description of your style intensity.

The higher your "D" style, the more active and aggressive you will tend to be. The lower the "D" style, the greater the tendency for you to want to think about things before taking action.



The Intensity of your I style

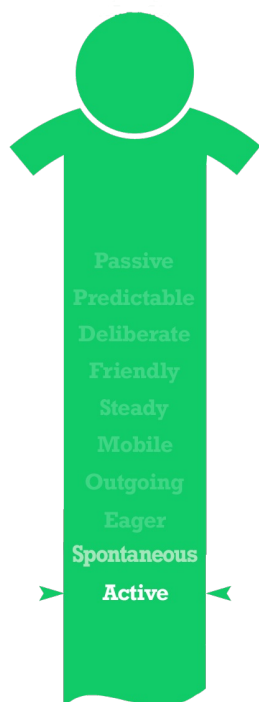
On a scale from One to Ten, your I score is: EIGHT

I stands for Influencing: an influencing person truly loves people. They enjoy talking, laughing, sharing and being out in front of others. They are happy and tend to be involved in social activities. There is a little "I" in all of us. How much "I" do you think is in you?

Look at your graph to find out.

Check out the chart provided for a description of your style intensity.

The higher your "I" style, the more outgoing and talkative you will tend to be. The lower the "I" style, the more introverted and quiet you will tend to be. High "I"s tend to be faster paced while Low "I"s are relatively slower.



The Intensity of your S style

On a scale from One to Ten, your S score is: ONE

S stands for Steadfast: a steadfast person is very kind, patient and friendly. They are very respectful, good listeners, and enjoy pleasing others, but would rather not lead or be in front of others. There is a little "S" in all of us. How much "S" do you think is in you? Look at your graph to find out.

Check out the chart provided for a description of your style intensity.

The higher your "S" style, the more resistant to change you will tend to be. The lower the "S" style, the more flexible and open to change you will tend to be.



The Intensity of your C style

On a scale from One to Ten, your C score is: ONE

C stands for Conscientious: a conscientious person truly enjoys tasks. They like to be organized and can concentrate for long periods of time in order to figure out a project or find a solution to a problem. There is a little "C" in all of us. How much "C" do you think is in you? Look at your graph to find out.

Check out the chart provided for a description of your style intensity.

The higher your "C" style, the greater your respect for, and the more likely you are to follow, rules and regulations. The lower the "C" style, the higher your chances of not wanting to follow the rules.

1) Remove emotional roadblocks that create misunderstanding

There are times when your child makes you crazy. That's ok-they feel the same way about you. DISC promotes interpersonal empathy that diffuses anger, resentment, and misunderstanding. After both of you have taken your DISC, talking with your child about your personalities can be an eye-opening and confirming. When you both understand that differences are based on natural personality, it's more difficult to feel anger towards the other person.



Realizing that behavior comes from an instinctual place can prevent negative emotional actions and reactions. Better yet, when you know the ways that you best communicate, your conversations will be more productive, open and effective. To avoid your child's big red buttons, remember to ease their biggest fears: D's don't want to lose control, I's need to feel liked, S's need to feel secure, and C's don't want to be criticized.



2) Accept your differences

Parents that share the same personality as their child have an advantage when it comes to relationship building. It's easier to understand your child, how they think, and how they feel. Conflict is still possible, of course, especially if you and your child both share dominant D personality styles. But, understanding comes easier when

you share common traits. For those that don't, it takes more work. When you have knowledge of DISC, you understand that if you have an I personality, you may be frustrated with one word explanations from your child. Or, if you are a C, Your I child may drive you crazy by changing their mind, making messes and being late.

Remember that, you can't change the nature of your child's personality and you can't force them to be someone they are not. You can work to augment their style, but ultimately, you need to work with their style, rather than against it. Appreciate the fact that differences in personality require different approaches, and be willing to adapt your style.

3) Reinforce your child's strengths

There are dirty dishes in the sink and clothes strewn all around the bedroom. None of the chores are done and your child is weaving a creative narrative on the phone. In another home, a daughter has delegated all her chores to her younger sister. Another home reveals a child who has yet to do his chores because he's still working on the color-coded flow chart of tasks. Yes, these things are going to frustrate you, but don't let them get in the way of seeing what's amazing about the expertise and mastery of your child. Look at their DISC style closely and you'll see that every personality style has amazing and admirable strengths and limits. Concentrate on maximizing their strengths and working with their limitations, knowing that what appears to be limiting them now may someday make them strong, capable and even successful adults if you can figure out how to channel and positively encourage their strengths.