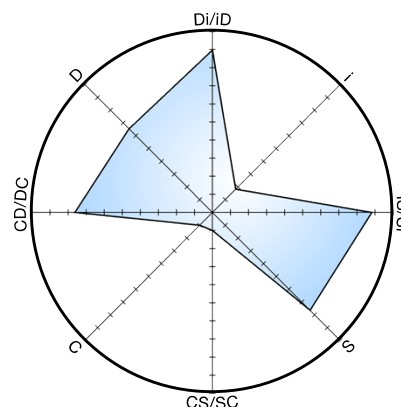


SUPPLEMENTAL DATA FOR JANICE, D STYLE

Janice's Everything DiSC® dot and shading create a simple snapshot of her DiSC® style. This supplement provides for more in-depth interpretation.

1) Janice's DiSC® Scales

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



2) Unexpected Items for Janice's D DiSC® Style

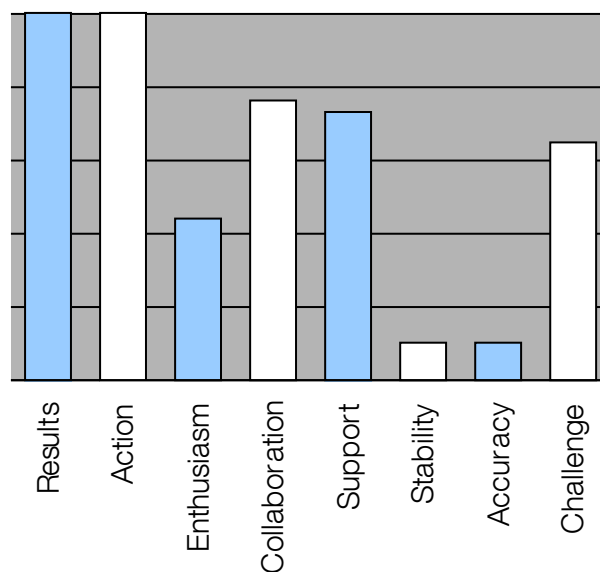
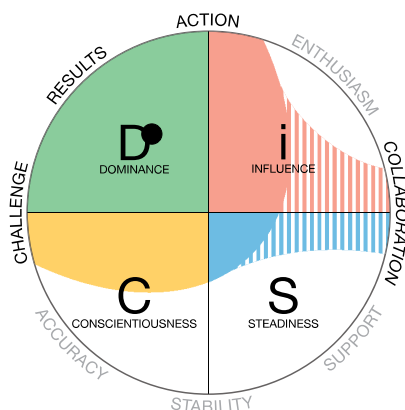
Janice's ratings for the following items are not correlated with her D style. The parentheses show the rating given to each item on a five-point scale.

- I am very considerate of other people's feelings (5)*
- People think of me as a really good listener (4)*
- I am even tempered (4)*
- I can be blunt (2)*
- I am naturally upbeat (4)*

- I go out of my way to make sure that I don't hurt anyone's feelings (5)*
- I am accommodating (4)*
- I am always tactful (4)*
- I am very understanding of people's problems (5)*
- I am very warm-hearted (4)*

3) Janice's Priority Subscales

Scores on the eight priority subscales specific to *Everything DiSC Workplace®* are used to determine whether Janice has one or more extra priorities. The shading on Janice's DiSC map below shows that she has **four priorities**: the three typically associated with her D style (Challenge, Results, and Action), as well as one extra priority (Collaboration), as indicated by the stripes.



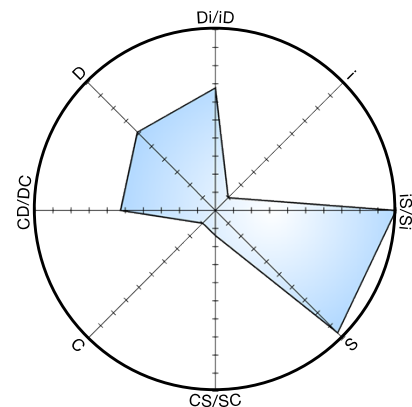
The bar graph above shows Janice's scores on the **eight priority scales**, which were used to identify her extra priority.

SUPPLEMENTAL DATA FOR JANICE, Si STYLE

Janice's Everything DiSC[®] dot and shading create a simple snapshot of her DiSC[®] style. This supplement provides for more in-depth interpretation.

1) Janice's DiSC[®] Scales

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



2) Unexpected Items for Janice's Si DiSC[®] Style

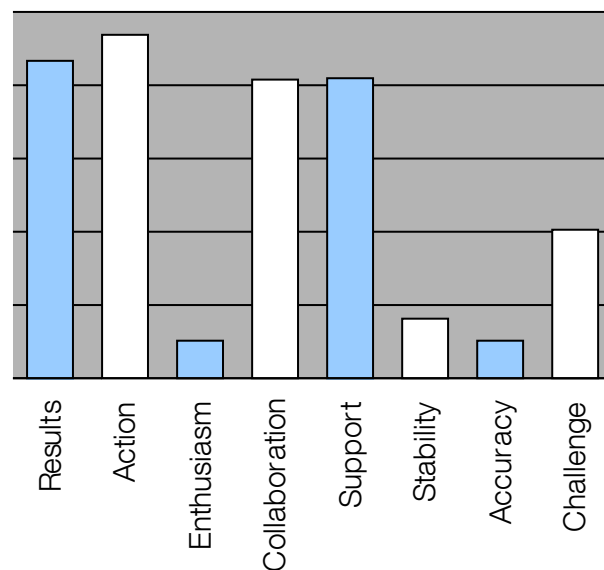
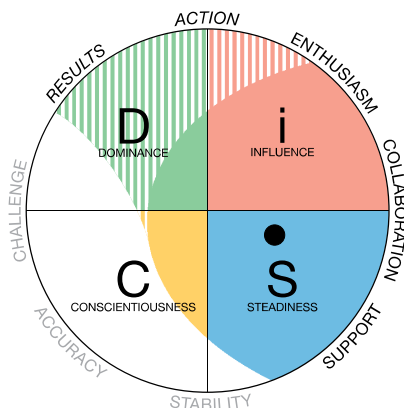
Janice's ratings for the following items are not correlated with her Si style. The parentheses show the rating given to each item on a five-point scale.

- I get impatient with incompetent people (5)*
- I tend to be questioning (4)*
- I have no tolerance for people who don't use common sense (4)*
- It's crucial for me to be an expert at what I do (4)*
- I can be pretty forceful with my opinions (4)*

- It really bothers me when people waste my time (5)*
- I quickly get irritated by illogical people (4)*
- I hold people accountable for their mistakes (4)*
- Inefficiencies bother me (4)*
- Accuracy is a priority for me (4)*

3) Janice's Priority Subscales

Scores on the eight priority subscales specific to *Everything DiSC Workplace[®]* are used to determine whether Janice has one or more extra priorities. The shading on Janice's DiSC map below shows that she has **five priorities**: the three typically associated with her Si style (Enthusiasm, Collaboration, and Support), as well as two extra priorities (Action and Results), as indicated by the stripes.



The bar graph above shows Janice's scores on the **eight priority scales**, which were used to identify her extra priorities.