

Understanding Unusual DISC Graphs

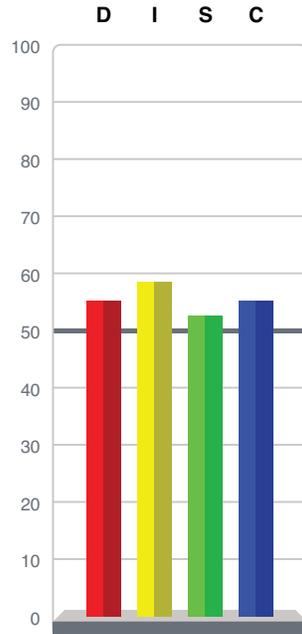
Dig deeper to understand the types of unusual graphs and help your client make the right decisions while developing an employee, while identifying possible red flags.

BOTH GRAPHS CAN EXHIBIT UNUSUAL TENDENCIES

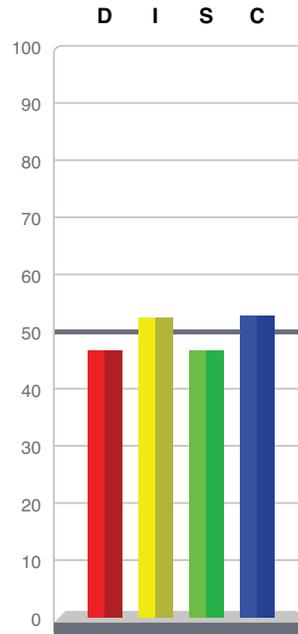
Unusual Graph I

An Over shift or Tight pattern in Graph I, the Adapted graph, may be caused by the following reasons:

- Attempting to outsmart the instrument
- Trying to be an overachiever
- Over-analyzing by taking too long to respond
- Being new to the job and not understanding the behavior required to be successful
- Transition from one environment to another
- Inability to understand the adjectives



OVER SHIFT
All plotting points above the energy line.



TIGHT
All plotting points near the energy line (45 to 55 percent).

Unusual Graph II

An Over shift or Tight pattern in Graph II can be caused by a person who is:

- Attempting to outsmart the instrument
- Over-analyzing by taking too long to respond
- Experiencing a significant emotional event or a personal trauma (Tight graph only)
- Under pressure to “be all things to all people” (Over shift graph only)
- Inability to understand the adjectives

When an unusual pattern appears in Graph II, ask questions to determine if the person understood the ques-

tionnaire and had an ideal setting to take the questionnaire. If the person was interrupted or had trouble completing the questionnaire, ask the person to retake the assessment. Then if the same pattern appears, it should be taken seriously. This person is most likely experiencing discomfort, which can have a direct effect on performance.

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