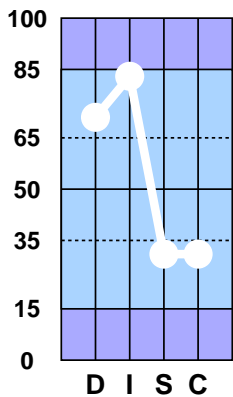




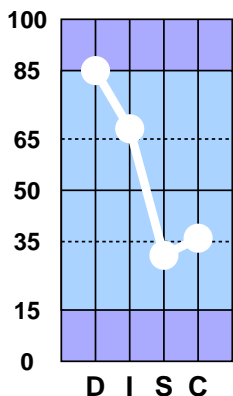
DISC Profiling Report: Elaine Godley



Internal Profile

The internal profile represents how an individual behaves when they are in a private setting, for example at home. When placed under pressure, this pattern may be heightened.

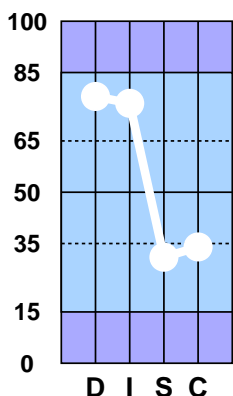
Direct	70 %
Inspiring	82 %
Supportive	30 %
Conscientious	30 %



External Profile

The external profile is a reflection of the behaviours an individual adopts when in a public setting, for example in the workplace.

Direct	84 %
Inspiring	67 %
Supportive	30 %
Conscientious	35 %

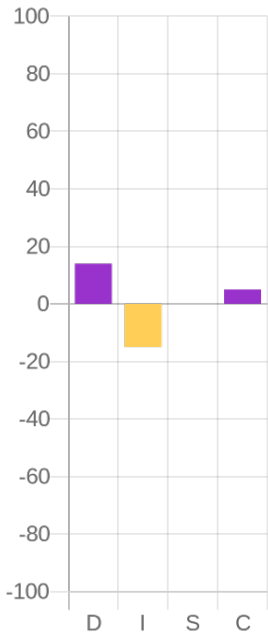


Summary Profile

The summary profile is a combination of the first two patterns and suggests the day to day behaviours one might see in reality.

Direct	77 %
Inspiring	75 %
Supportive	30 %
Conscientious	33 %





Behaviour Shift

The differences between the private style and the public behaviour pattern is known as a shift. If the shift is significant and long-term, health challenges are likely to result.

Direct	14 %
Inspiring	-15 %
Supportive	0 %
Conscientious	5 %

Tension

15%

The level of tension an individual is under is calculated by the position of their greatest SHIFT percentage as noted on the SHIFT chart.

The SHIFT is the percentage difference between the person's INTERNAL and EXTERNAL behaviour pattern. The internal pattern is the true self. The external pattern is the CURRENT way in which the person is behaving to the outside world. Sometimes people are aware of this change in behaviour, although not always. This behaviour change can potentially result in health challenges, and relationship difficulties.

Depending upon which DISC characteristic is currently showing the highest change in behaviour, the software takes that figure and plots it on the TENSION scale. External behaviour often changes according to the context and situation for the individual whereas the internal behaviour remains stable from the age of around seven.

The following guidelines illustrate the highest percentage in SHIFT behaviours for each DISC characteristic and how that manifests in day to day behaviour.



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DISC CHARACTERISTIC	UPWARD SHIFT	DOWNWARD SHIFT	COMMENTS	IMPACT
DIRECT	Behaving with more directness and authority	Lack of challenge or competition	If a 'natural D' is not sufficiently challenged, they can become disruptive. If they are 'pretending' to be a D type, the behaviour may be erratic and overly dominant	Disruption in education class, within a relationship, family or team and potential perception of 'bullying' behaviour towards 'softer' behaviour types
INSPIRING	Behaving with more enthusiasm. Making an effort to be more social and outgoing. Potentially over committing	Potential lowering of self esteem and confidence or even boredom with their current environment and lacking engagement	High I types can be perceived as lacking attention and follow through. They are always on the go and look for fun in their life	Upwards shift can over promise or overindulge and burn out as a result. Low shift may become sensitive and withdrawn.
SUPPORTIVE	Slows down, undertakes steps one at a time. Specialises, concentrates on perfection. Can become over sensitive	Speeds up pace. Attempts to multitask. Becomes overwhelmed and burns out	The S profile shift (either way) is the most common for enduring health challenge	Stress and anxiety related conditions are frequently observed. Can be high maintenance team members
CONSCIENTIOUS	Takes more time to follow, rules, procedures and attention to process	Potentially cuts corners on process	Pace of work will change depending on high or low shift. Upward shift can give the impression of being a high D type and authoritative (hides behind rule book)	Either shift can rub others up in the wrong way because they are not a communicative style and unlikely to explain their change in behaviour (even if they are aware of it)



Adaptability

70%

We all have the ability to modify and adapt our behaviour pattern for a short period of time. Some of us can keep up the adaptation longer than others. However, we really want to see all of the behaviour charts looking the same, or at least similar. In this way, what you see in terms of behaviour, is what you get. No airs, no graces, just the true, authentic person showing up everyday.

The adaptability percentage is calculated according to the natural position of the STEADINESS characteristic on the INTERNAL profile chart.

I rarely see ADAPTABILITY percentages of more than 15-20%. In general, the lower the adaptability score, the higher the level of stress that an individual will experience. This is why it's important to track the SHIFT pattern so that stress and anxiety levels may be managed downwards

The longer a person behaves in ways that don't suit their INTERNAL profile pattern, the more they will reduce their immune function and potentially become sick. Equally, when the TENSION level exceeds the ADAPTABILITY factor, then trouble is potentially brewing if the pattern continues.

Ideally, we want to see the TENSION level well below the ADAPTABILITY score. If your TENSION percentage is higher, please speak to me or the person who asked you to complete your DISC profile to learn what the implications might be for you, and how to manage this situation to improve your overall health, wellbeing and success in life.

Comparison with Adaptability and Tension

Tension: 15%

Adaptability: 70%

Tension: Purple Adaptability: Orange



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General Guidelines for Understanding DISC reports

Please be aware that the DISC model of profiling looks at your behavioural characteristics only and takes no account of education, skills, culture, experience, values, or beliefs. No major life or career decisions should be taken based on the information contained in your DISC report alone without the guidance from one of our facilitators or mentors.

ALL profile reports are positive! You cannot have a bad assessment. You have what you have, and the key is to understand your strengths so that you can develop them further, and to acknowledge any behaviour that is not as strong, so that you can manage it effectively.

Which of the following characteristics do you identify with?

When you ask a young person which of the DISC animals on the graphic below, they identify with, 99% of the time they align with the character closest to their behaviour pattern. Why then do schools insist on setting lesson plans that rarely reflect the student?

No wonder some end up rebelling and getting themselves into trouble. This happened to me which is why I have spent 25+ years working with young people to help them (and their teachers) to understand what makes them tick so they can become stronger, more confident versions of themselves as early as possible in life.

My unique DISC behavioural profiling tool also links with health because if you go through life behaving in a way that does not align with who you are, sure as eggs are eggs, you will become ill. I have many case studies from organisations and individuals who have modified their career strategy and improved relationships through understanding DISC. I hope similar happens for you when you fully grasp the power within your unique profile blend.



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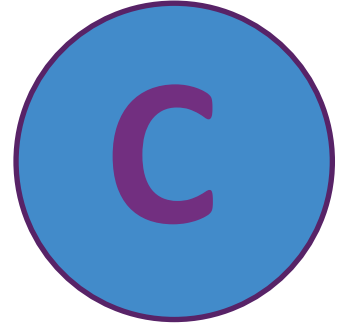
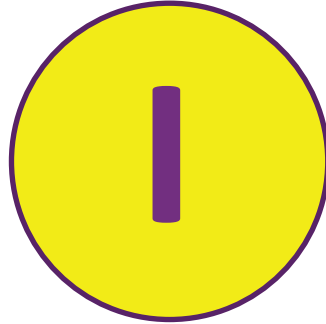
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Direct

Inspiring

Supportive

Conscientious



You CANNOT fundamentally change who you are and your natural personality characteristics. However, it is possible to modify your behaviour on a short-term basis – for example when going for an interview or being in a situation which does not naturally suit you but where you may ‘pretend’ that you are having a nice time.



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WHY USE DISC?

There are many modern-day versions of personality profiles which all stem from the 'four humours' identified by Dr Hippocrates in around 400bc.

In 1995 I chose to specialise in the DISC model because it's a useful and simple tool with applications in many areas of life.

Understanding your personal profile will enable you to maximise your potential, whether you are a student, parent, teacher, business leader, team member, or you are simply curious and want to learn more about yourself to increase your confidence and self-esteem.

A DISC assessment has many applications: -

- To know yourself at a deeper level for personal development
- Improving relationships
- Career direction or change
- Increase your confidence
- Learn how to deal with difficult people
- Understand why sometimes life doesn't run smoothly for you
- Recruitment
- Appraisal reviews
- Succession planning
- Dating
- Identifying potential health challenges
- Role compatibility
- Team dynamics
- Lesson planning
- Health and wellbeing



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HOW TO INTERPRET YOUR DISC GRAPH PATTERNS

- The further away from the centre line (50 marker), the stronger your behaviour pattern
- Always read above the 50 line first (furthest away then into the centre) as these are your observable and strongest behaviours which we call 'high' characteristics
- Characteristics below the centre line may still be strong but are often not as obvious as the 'high' characteristics which are usually very clear in terms of your body language and overall behaviour pattern

INTERNAL PROFILE

This is your natural style and has been all of your life since the age of around 7 – 8.5 years old. You will continue to have these characteristics for the rest of your life too, so please learn to understand them.

People who undertake work that suits their natural style are happier and more productive and efficient as a result. Their health is generally good, and they will be successful in whatever field of work they progress into, if the role they carry out suits their personality. Please refer to the guidance charts below to read some of the descriptive words for each key behavioural type.

EXTERNAL PROFILE

This is your current working style. This is a snapshot of how you are behaving in the public eye right now. This pattern can change depending upon the role you are undertaking and how it differs from your natural characteristics. If you are not working, then this is the style of behaviour that you are currently adopting for whatever reason.



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Many people modify their behaviour at work (and during interviews!) to reflect the way in which they perceive that the role should be undertaken. On a short-term basis this is manageable but in the longer-term it is NOT sustainable, and your health may suffer considerably, and your productivity and efficiency won't be on point either.

Therefore, it is very important to be in a role that suits who you are naturally so that you don't have to put on a false front at work (some people achieve this by wearing uniforms and adopting different behaviours according to what the uniform requires).

Be careful not to end up a square peg in a round hole.... we call them SQUEGS! Life is too short and precious. Why spend your whole life doing a role that doesn't suit you? It is surprisingly easy to transfer your skills and experience to another role – speak to us for guidance in this area.

SUMMARY PROFILE

As the report indicates, this is a blend of how you are naturally and how you are currently behaving in public on a day-to-day basis. The ideal scenario is to have all 3 graphs looking similar. This may not necessarily mean that you are in the right role (although it is often the case), but it does mean that you are not modifying your behaviour and therefore your health and well-being is unlikely to suffer.

BEHAVIOUR SHIFT

The changes to who you are naturally, and how you are behaving in public or at work are measured on this graph.

Ideally, we do not want to see any changes. The fewer behavioural changes, the more likely that you are in a role that suits you. The greater the changes, the more difficulty you will be experiencing with your overall health, performance, and efficiency in the workplace or in education if you are a student. Speak to us for more information if this applies to your profile.



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DIRECT 'D' TYPE		
DOWNWARD SHIFT	Suggests lack of challenge or competition	If a 'natural D' is not sufficiently challenged, they can become disruptive. If they are 'pretending' to be a D type, the behaviour may be erratic and overly dominant
UPWARD SHIFT	Behaves with more directness and authority, expressing ego	Disruption in education class if a student, within a relationship, family or team and potential perception of 'bullying' behaviour towards 'softer' behaviour types
INSPIRING 'I' TYPE		
DOWNWARD SHIFT	Lack of social engagement. Potentially bored with current environment, lacking energy, focus, low self-esteem and/or loss of confidence	May become sensitive and withdrawn.
UPWARD SHIFT	Behaving with more enthusiasm and interest in people related activities. Trying to be more social and outgoing.	Potentially over committing or perhaps overindulging in addictive behaviours.



SUPPORTIVE 'S' TYPE		
DOWNWARD SHIFT	Speeds up pace. Attempts to multitask. Becomes overwhelmed and burns out	The S profile shift (in either direction) is the most common for experiencing health challenges
UPWARD SHIFT	Slows down, undertakes steps one at a time. Specialises, concentrates on perfection. Can become over sensitive	Stress and anxiety related conditions are frequently observed. Can be high maintenance team members.
CONSCIENTIOUS 'C' TYPE		
DOWNWARD SHIFT	Potentially cuts corners on procedures.	Ensure work is double-checked. Either shift can rub others up in the wrong way because they are not a communicative style and unlikely to explain their change in behaviour (even if they are aware of it).
UPWARD SHIFT	Takes more time to follow rules, procedures and attention to due process.	May struggle to meet tight deadlines. Upward shift can give the impression of being a high D type and authoritative (hides behind rule book).

ADAPTABILITY

We can all modify our behaviour on a short-term basis; however, we cannot sustain the modifications long-term. Our model assesses how far you are comfortably able to modify your behaviour (or pretending to be someone you are not).



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If your adaptability shift is considerable, you may review modifying ...

- What you are doing
- How you are doing it
- The volume of what you are dealing with
- Or all three of these areas may need reviewing (speak to one of our Mentors for guidance)

COMPRESSED PROFILE

If 3 or 4 of your factors are within the 35-65 markers on any graph, it means that there are frustrations within your profile currently. We call this a 'compressed' profile. These frustrations could be either work or home related (or even both). The report will usually indicate from where the tension arises. Speak to me or a member of my team if you have a compressed profile and we can establish what is behind this and how to find your true self again.

EMOTIONAL INTELLIGENCE

In 1995 Professor Daniel Goleman of Harvard University published the ground-breaking book 'Emotional Intelligence' Why it can matter more than IQ. There is now an abundance of evidence to illustrate the benefits of understanding your own behavioural strengths, the difference between various personality types and how to manage relationships between different types. Further reading is freely available on the internet.

Individuals who have a high degree of Emotional Intelligence, or EQ, are more likely to enjoy better relationships at work and in their personal life.

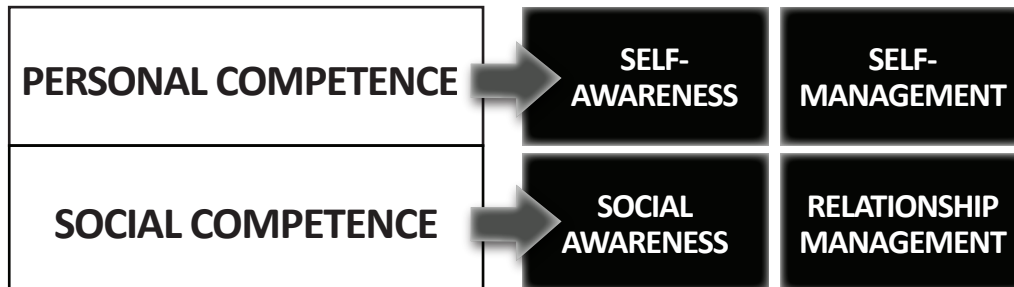


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EQ has four parts to it as follows: -



Personal competence is found through your DISC profile. Your profile helps you to be self-aware and then you can self-manage with a little help from me or your DISC Mentor.

Social competence arrives when you have fully embraced who you are and understand how your behaviour differs to other DISC styles. You are then able to improve relationships when you manage yourself well in the company of others who are different to you.

EVERY DISC PROFILE IS POSITIVE

Please remember that all profile assessments are positive documents. You will find that much of the information in your DISC report confirms what you already knew about yourself and may also show up areas where you have a natural flair to develop your potential further.

The profile will also illustrate in which characteristics you are not so strong. These should not be considered as weaknesses, but as areas in which you have a natural 'limitation'.

Remember that we can all modify our behaviour when needed for a short period of time. For example, a person who is low in compliance may demonstrate that they are able to be compliant and follow procedures at times, although remember that this behaviour is simply a temporary modification rather than their natural style.



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IN SUMMARY

Our aim is for you to understand your natural key behavioural strengths so that you can further develop in these areas to become successful in your chosen career and personal relationships.

Please feel free to contact me or any of our trained DISC Facilitators and Mentors if you would like to discuss any aspect of your profile.

Above all, remember that you are unique and have amazing natural behavioural strengths. The key to success is to understand your own profile and how you can use your strengths to best advantage.

IN THE WORKPLACE

ROLE PROFILE

To assess suitability for a role, we advise employers to ask their final short-listed candidates to complete a DISC profile prior to interview. By comparing the individual behaviours to the ROLE behaviours, we can easily assess suitability and save £000s for the employer as well as minimising associated stress and time savings.

What's the point of wasting everyone's time on interview if the candidate does not have the behaviours required for the role. Whilst training can be provided for skills, behaviour is innate and forms 80% of the picture – hence the importance to hire for behaviours and attitude.

The following is an example of matching to a specific role. Each organisation will have its own version of the behaviours they want to see expressed. A client manager in one firm will require different behaviours to another firm even though they may have the same job title.

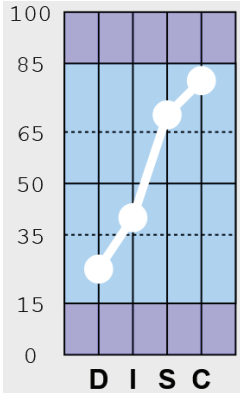
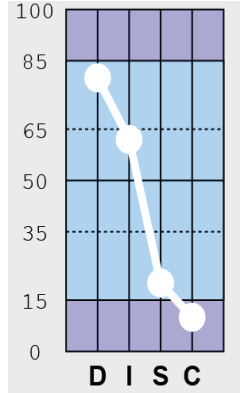


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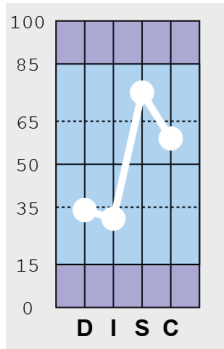


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Here is an example of a typical accountant behaviour pattern on the left with a potential candidate profile to the right: -

Accountant Role	Candidate Profile	Comments
		<p>No prizes for working out that this candidate is highly unsuitable for the role of an accountant for this specific client.</p> <p>We would not recommend this candidate for the role of accountant – they are actually more suited to running the firm than doing the work.</p>

TYPICAL BEHAVIOUR PATTERNS and INDICATORS for MANAGING TEAM MEMBERS or self-managing

Behaviour Pattern	How to Manage
	<ul style="list-style-type: none"> • Requires clear written guidelines and procedures • Needs time to process what is required of them • Can be stubborn, digging in heels on points of principle • May be easily led and taken advantage of good nature • Friendly introvert – cares about people and follows rules • Tends to specialise • Is a worrier – important to boost immune system to compensate against worry which leads to stress and internal inflammation • Low adaptability – inflexible, struggles with last minute changes



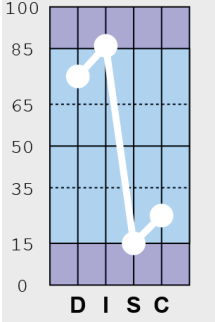
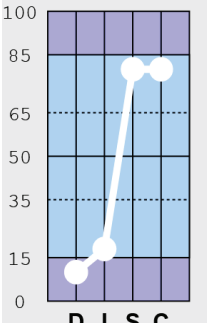
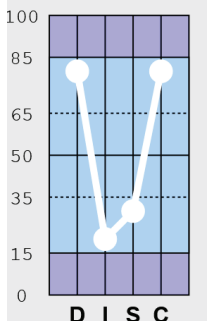
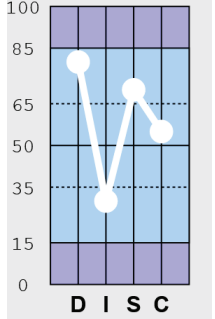
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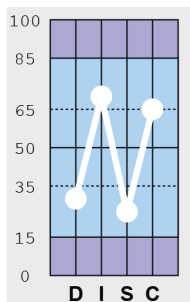
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	<ul style="list-style-type: none"> • A strong and popular leadership profile full of energy • Resilient, robust, adaptable • Creative • Multi-tasks and may delegate well • Can be overly positive and intimidating, yet inspirational • Doesn't follow rules but will comply if pushed • Needs strong boundaries as will step over them often • Operates well under pressure • Action orientated and extremely adaptable
	<ul style="list-style-type: none"> • Typical detail orientated behaviour pattern • Good with rules, procedure, specialisms • Can struggle with fast paced environment • Needs time, structure and routine to be effective • Works well in teams although may not be outwardly communicative • May be intimidated by high D and I behaviours • More a follower than a leader style • Inflexible
	<ul style="list-style-type: none"> • A common leadership style although not popular • Follows rules • Dictates • Task orientated • People take second place to achieving tasks • Ego driven • Highly flexible • Can be intimidating
	<ul style="list-style-type: none"> • Authoritative and gentle in unpredictable measures • Can be kind or harsh depending upon context • May be stubborn • Task driven • Likely to specialise • Needs clear guidelines on expectations and may exceed remit in own time • Low level of flexibility





- Flexible, unpredictable
- Outgoing and introvert in same person
- Behaviour depends on context of situation
- Unless understood may be perceived as moody
- Needs clear operational guidelines or will overstep
- Cautiously optimistic

Common HEALTH CHALLENGES for each behaviour type include: -

Direct	Inspiring	Supportive	Conscientious
High blood pressure, sports injuries, indigestion, cardiovascular problems, colitis, burnout	Fatigue, over-indulgence in drink, drugs, stress if confined, depression, high blood pressure, adrenal conditions	Ulcers, IBS, gastric troubles, insomnia, fatigue	Migraines, skin conditions, anxiety, depression, constipation, gall bladder problems, arthritis
Tries to improve everything to their way	Does too much	Worries	Holds onto thoughts and things



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DISC CONSISTENT CHARACTERISTICS

This chart is a high-level summary indicating some key behaviours for each DISC style. Your unique blend of characteristics makes up your personality. There are no right or wrong scores or profiles. You are who you are, and you have marvellous strengths.

Remember that the 'high' characteristics are those which we see more of in an individual. These are the stronger 'stand out' behaviours. The strength of each style is determined by the percentage score on your DISC profile. The higher the score, the stronger the characteristic in general. Remember the further from the centre 50 marker in either direction, the greater the depth of behaviour.

HIGH 'D'

Direct
Driving
Competitive
Forceful
Inquisitive
Dominant
Self-Starter
Assertive
Active

HIGH 'I'

Inspiring
Influential
Persuasive
Friendly
Verbal
Communicative
Positive
Charming
Free-spirit

HIGH 'S'

Supportive
Dependable
Deliberate
Amiable
Persistent
Good Listener
Kind
Patient
Indecisive

HIGH 'C'

Conscientious
Compliant
Careful
Systematic
Precise
Accurate
Sensitive
Logical
Ordered



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LOW 'D'

Hesitant
Mild mannered
Low decision need
Non-demanding
Accommodating

LOW 'I'

Reserved
Reflective
Suspicious
Self-conscious
Shy

LOW 'S'

Mobile
Alert
Active
Restless
Demonstrative

LOW 'C'

Firm
Persistent
Stubborn
Strong-willed
Independent

DISC - TYPICAL CHARACTERISTICS

Your personality profile is unique to you. There are no right and no wrong profiles. You will have a blend of all these characteristics somewhere within your personality. On the following table, we illustrate some typical personality characteristics of people with 'high' D.I.S.C. profiles.

By understanding and appreciating your own characteristics and those of other people, you will enjoy better working and social relationships. In a role that suits your behavioural strengths, you will be happier and more successful, and you will enjoy maximum vitality, health and wellbeing.

The following illustrations demonstrate the differences for each DISC behaviour type. Please remember that your personal profile will be a combination blend. We all have DISC characteristics within our



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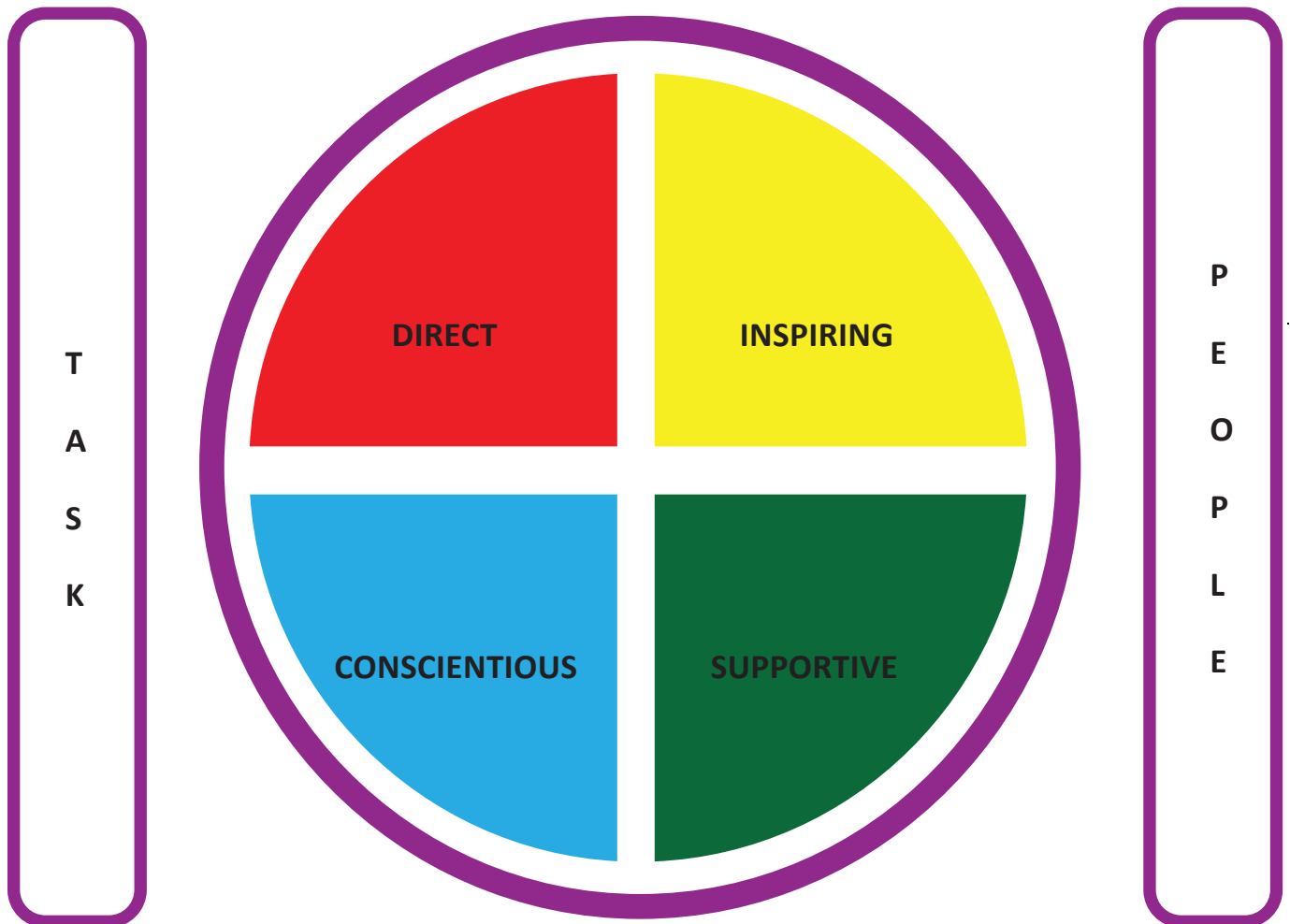
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	Direct	Inspiring	Supportive	Conscientious
Pace	Fast	Fast	Slower	Slower
People Or Task Orientated	Task	People – Outgoing	People – Reserved	Task
Strengths	Decisive Takes Charge Gets Results	Fun Loving Enthusiastic Optimistic Good Communicator	Patient Easy Going Calming Influence Steady, Stable	Accurate Analytical High standards Compliant Attention to Detail
Limitations	Inpatients Stubborn Blunt	Disorganized Impulsive No Attention to Detail	Sensitive Indecisive Over Accommodating	Critical Perfectionist Overly Sarcastic
Fears	Afraid of failure & Being taken advantage of	Afraid of being rejected Loss of social approval	Insecurity Not knowing where they stand	Conflict Arguments Criticism of their work
Motivation by	Power	Recognition	Security	Procedures
Management style	Directs people	Inspiring – A natural-born leader	Follows procedures	Sticks to the Rules
Communication style	Tells	Sells	Listens	Writes
Value to an organization	Achieved Results	Working With and Through Works	Service, Support, Specialization	Technical, Quality, Expertise
Sales/Negotiation style	Closing	Opening	Service & Support	Fact and Feature
Under Pressure	Demanding Aggressive	Emotional Attack (but not in public)	Tolerates Compiles	Withdraws Plane Strategy to Get Even
Greatest Need	Challenges Choices Change Direct Answers	Social Recognition Freedom from Details Fun Activities	Sincere Appreciation Stability Time to Adjust to Changes	Facts Time to Analyse Time to do Quality Work
Decision making	Quick Few Facts Results – Focused	Impulsive ‘feel’ right	Relational Trust in others	Reluctant Need lots of information
Recharge style	Physical Activities	Social Time	‘Nothing’ Time	Private Time
Type of Career Roles Suited To	Sales (especially closing deals) Management roles where quick results and crucial Negotiation	Customer Care Customer Services Communication Roles Anytime to do with people Training Groups Sales (development relation with potential clients, opening sales for High D's to close the sales) Drama/performance Managements – leading and inspiring teams Roles where imagination is required	Specialist Roles Caring Roles Supportive Roles NHS Voluntary sector Specialist Trainer (1 to 1) Any role where a calming influence is needed counselling	Roles requiring close attention to detail and procedures Professional careers Roles allowing expression of creativity and artistic talents Researcher Technical Potential
Type of Working Environment Suited To	Fast Paced Structured Quick Results Challenges & Variety	Fast Paced Informal People based environment Social aware & fun organisations Flexible working conditions	Slower Paced Structure but relaxed environment Organisations that care about their people	Slow Paced Companies that put emphasis on quality & procedures Structured environment



Outgoing, Proactive, Excitable, Glass Overflowing, Fast-paced



If you are a private client, you will receive an online detailed feedback consultation with Elaine or one of our Mentors. If you are receiving this report because you have applied for a role, or you are a student, then please contact the person who asked you to undertake the profile assessment if you require any further information or guidance.



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DISC PLUS

As suggested above, your behaviour determines your health. If you are behaving in ways that do not align with the natural you (your internal behaviour pattern) then your potential to become ill is great. Short-term behaviour modification is not usually a big problem, although sustained modification may lead to illness and disease because of the stress you are placing yourself under.

I have created a totally unique 'at-home' health programme comprising of two laboratory tests and two online assessments, brought together via an online video call with me personally.

The Perfect 10 VIP Health Mentoring Programme includes a dried blood analysis, hair tissue mineral analysis, metabolic analysis and your DISC behaviour profile report, to identify where your immune system is compromised. The review with me provides you with guidance and recommendations on how to potentially reverse your health challenges and improve your overall wellbeing.

The Perfect 10 VIP Health Mentoring Programme including your DISC report is suitable from around 12 years of age and is a 6-month transformational experience.

Thank you for reading. Please get in touch if you require any further information.

Elaine

Elaine Godley MBA, O.A. Dip (Psych) Member of The College of Medicine

DISC and Master Wellness Mentor
Biohacker
Mental Health First Aider



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