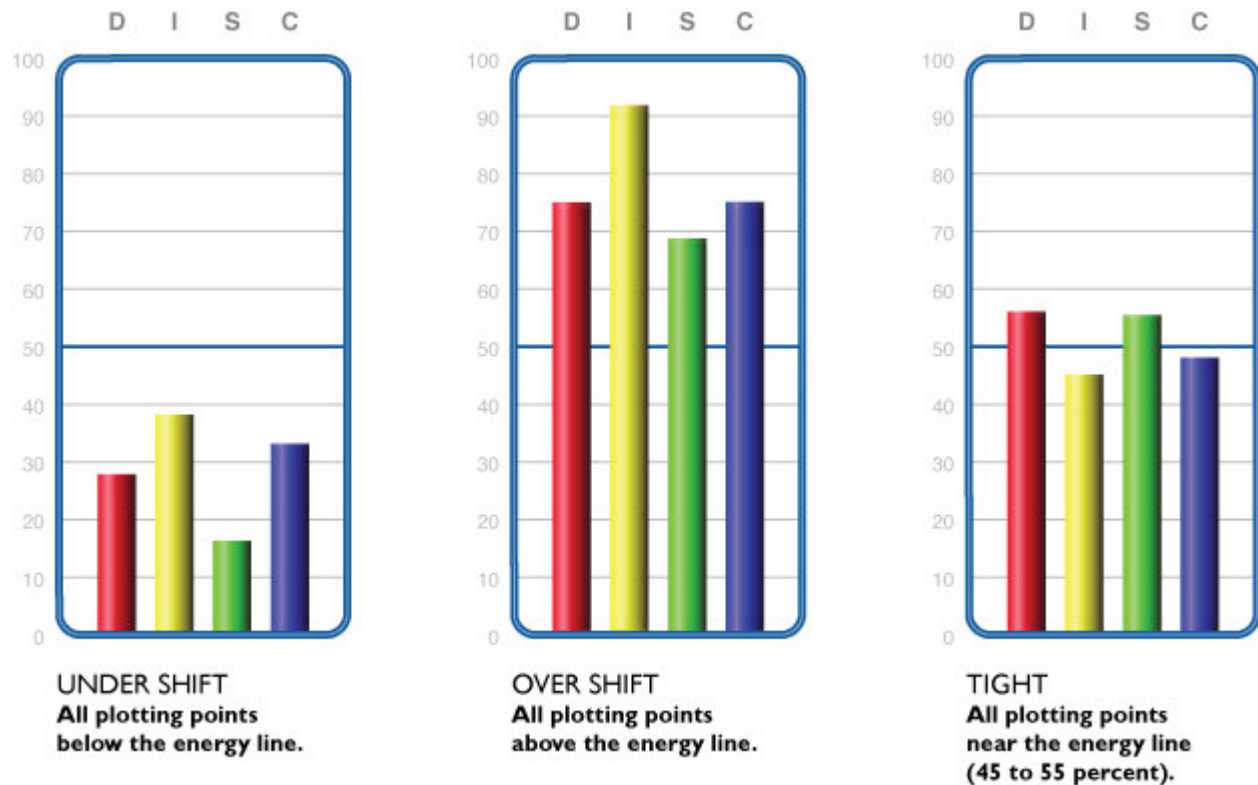


Unusual DISC Graphs

Although the Style Insights Instrument is designed to measure NORMAL behavior, there are three graphs that can occur which indicate unusual behavior. The Style Insights Instrument is not a clinical instrument; however, it is used by many professionals as a tool to assist people in understanding their behavior.



Response Notes Will Indicate an Unusual Graph in Internet Delivery System (IDS)

When a report is administered in the online IDS™ Admin account and the report generated shows an unusual graph, the link administrator will receive an e-mail notification. The e-mail notification will provide information specific to the unusual graph in the report.

The three unusual patterns must be approached based on their occurrence in either Graph I or Graph II.

Unusual graphs in Graph I may be caused by the following:

1. Attempting to outsmart the instrument.
2. Trying to be an overachiever.
3. Over analyzing by taking too long to respond.
4. Being new to the job and not understanding the behavior required to be successful.
5. Transition from one environment to another.

Unusual patterns in Graph I are unusually temporary. Having the person respond to another instrument with a proper focus will usually develop the proper graph. Also, a person new to the job needs to wait a few weeks before responding to the second instrument, so they have the opportunity to determine the correct work behavior. Use the Work Environment Instrument to discover the behavior needed by the job and then discuss the results.

Unusual graphs in Graph II may be caused by the following:

1. Attempting to outsmart the instrument.
2. Over analyzing by taking too long to respond.
3. Experiencing a significant emotional event or a personal trauma (Tight graph only).
4. Under pressure to "be all things to all people" (Over Shift graph only).

When an unusual pattern appears in Graph II, ask the person to retake the assessment. Then, if the same pattern appears, it should be taken seriously. This person is experiencing discomfort and the result will have a direct effect on performance. Many times, professional help is needed for this person to discover who he/she really is, or what factors are influencing his/her graph results.

In a sample of 22,771 people, the over shift pattern occurred only 3.45% of the time in Graph I and only .18% of the time in Graph II. The under shift pattern never occurred in either graph. Exact data is not available on the tight pattern, although it occurs less than 3% of the time.