363 COACHING SUPPLEMENT

EVERYTHING DiSC
363° FOR LEADERS

This is a supplement to the report of:
Taylor Meyer

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Taylor's DiSC® Style
Everything DiSC 363® Coaching Supplement

The purpose of this report is to provide supplemental information to help you coach Taylor Meyer through his feedback in *Everything DiSC 363® for Leaders*.

We'll start by giving you an overview of Taylor's DiSC® style.* While *Everything DiSC 363 for Leaders* is based on the DiSC model, Taylor does not need to know his DiSC style to understand the feedback. However, for you as Taylor's coach, it may be helpful in interpreting the multi-rater feedback.

Next, you'll find Taylor's scores for the Leadership Behavior and Leadership Requests sections. In addition, we'll provide norms that represent the average score of all leaders who have taken this assessment.

Finally, you'll find a Performance Gap Analysis that compares Taylor's performance to the typical performance expected for someone with his DiSC style.

DiSC Style based on Leader's Responses
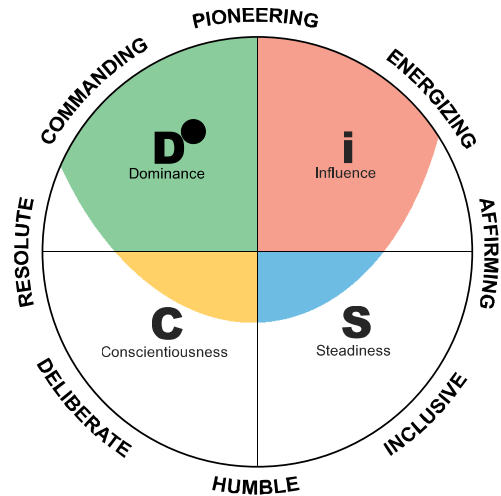
Leader Performance Rating based on Rater Responses
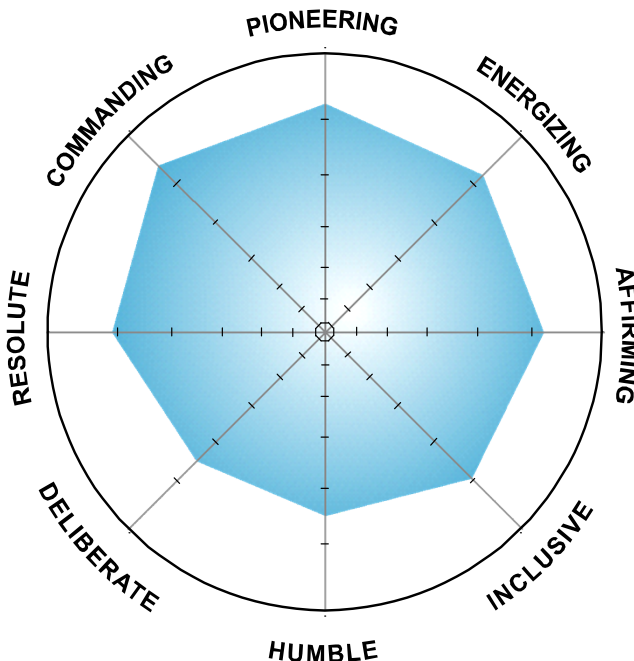
Taylor's Style: Di
Primary Style: D
Secondary Style: i

Close to the Edge or Close to the Center?

The position of the dot shows that Taylor is **moderately inclined** toward the Di style. His dot isn't at the outer edge of the circle, but it's still fairly close to the Pioneering, Commanding, and Energizing approaches.

Take a look at the graph to the left, which shows how Taylor's raters saw him on each approach. Consider the following questions:
1. Does Taylor's DiSC style seem to be affecting how his raters see him?
2. If so, what might be the best areas of focus for Taylor?
3. If not, what other factors might be influencing his ratings?

*This report assumes that the facilitator/coach has a strong working knowledge of the DiSC model.

Leadership Behavior
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The table below lists Taylor's ratings on the 24 leadership practices, from highest to lowest score. It includes only the scores from his raters, and not his own self ratings. The "Norm for all Leaders"* column shows the average rating of all leaders who have taken this assessment.

Rating (1-7)	Norm for all Leaders	Leadership Practice Ranked by Rating
6.51	6.02	Being Approachable
6.46	5.88	Showing Confidence
6.32	5.73	Taking Charge
6.32	5.74	Focusing on Results
6.32	5.51	Stretching the Boundaries
6.28	5.56	Building Professional Networks
6.25	5.43	Promoting Bold Action
6.22	5.70	Showing Enthusiasm
6.20	5.60	Finding Opportunities
6.12	5.54	Setting High Expectations
6.12	5.75	Staying Open to Input
6.00	5.84	Speaking Up About Problems
5.97	5.51	Rallying People to Achieve Goals
5.96	5.67	Creating a Positive Environment
5.90	5.70	Improving Methods
5.87	5.61	Facilitating Dialogue
5.80	5.72	Acknowledging Contributions
5.71	5.78	Showing Diplomacy
5.62	5.62	Maintaining Composure
5.59	5.68	Providing a Sense of Stability
5.58	5.55	Being Fair-Minded
5.45	5.66	Promoting Disciplined Analysis
5.41	5.72	Communicating with Clarity
5.33	5.47	Showing Modesty

Leadership Requests
Everything DiSC 363® Coaching Supplement

On each of the 24 leadership practices, Taylor's raters were asked if they would like to see him do more. The answer, "Yes, a lot more" has been given a weighted value of 10; "Yes, a little more" has a weighted value of 6.67; and "No" has a value of 0. Therefore, the higher the score, the higher the demand for improvement. Very few scores will fall above the 5.0 range. The table below lists these average Leadership Requests scores from highest to lowest score. The "Norm for all Leaders" column shows the average score of all leaders who have taken this assessment.

Score	Norm for all Leaders	Leadership Practice Ranked by Leadership Requests Score
4.20	1.97	Showing Diplomacy
3.77	2.34	Communicating with Clarity
3.19	2.94	Staying Open to Input
3.04	3.18	Improving Methods
2.90	2.26	Promoting Disciplined Analysis
2.75	1.64	Providing a Sense of Stability
2.75	3.31	Rallying People to Achieve Goals
2.61	2.52	Acknowledging Contributions
1.88	1.21	Showing Modesty
1.88	2.72	Setting High Expectations
1.74	1.71	Maintaining Composure
1.74	3.41	Stretching the Boundaries
1.74	1.87	Being Fair-Minded
1.59	2.34	Focusing on Results
1.45	2.80	Speaking Up About Problems
1.45	3.12	Finding Opportunities
1.16	2.61	Facilitating Dialogue
1.01	2.20	Creating a Positive Environment
1.01	2.19	Being Approachable
0.58	1.99	Showing Enthusiasm
0.58	2.68	Promoting Bold Action
0.58	2.07	Taking Charge
0.29	2.34	Building Professional Networks
0.29	1.77	Showing Confidence

363 Feedback vs. DiSC® Style
Everything DiSC 363® Coaching Supplement

EVERYTHING DiSC®

The table below shows Taylor's 363 ratings compared to the expected performance for leaders with his Di style. Here's what to look for:

- **Expected Strengths:** In his 363, Taylor received high ratings on these practices, which are *expected* to be high for leaders with his Di style.
- **Expected Challenges:** Taylor received lower ratings on these practices, which are *expected* to be low for leaders with his Di style.
- **Unexpected Strengths:** Taylor received high ratings on these practices, which are *not expected* to be high for leaders with his Di style. These may be described as the areas where he is able to stretch beyond his natural DiSC® style.
- **Unexpected Challenges:** Taylor received lower ratings on these practices, which are *not expected* to be low for leaders with his Di style. These may be described as his potential blind spots.

Comparing Taylor's 363 Ratings to His Di Style

Unexpected Strengths	Expected Strengths
Being Approachable Setting High Expectations Staying Open to Input Speaking Up About Problems Creating a Positive Environment Improving Methods Facilitating Dialogue Acknowledging Contributions Maintaining Composure Being Fair-Minded	Showing Confidence Taking Charge Focusing on Results Stretching the Boundaries Building Professional Networks Promoting Bold Action Showing Enthusiasm Finding Opportunities Rallying People to Achieve Goals
Expected Challenges	**Unexpected Challenges**
Showing Diplomacy Providing a Sense of Stability Promoting Disciplined Analysis Communicating with Clarity Showing Modesty	

EVERYTHING **DiSC**

The graphic below provides a snapshot of the four basic DiSC® styles.

D: Dominance

Priorities: getting immediate results, taking action, challenging self and others

Motivated by: power and authority, competition, winning, success

Fears: loss of control, being taken advantage of, vulnerability

You will notice: self-confidence, directness, forcefulness, risk-taking

Limitations: lack of concern for others, impatience, insensitivity

i: Influence

Priorities: expressing enthusiasm, taking action, encouraging collaboration

Motivated by: social recognition, group activities, friendly relationships

Fears: social rejection, disapproval, loss of influence, being ignored

You will notice: charm, enthusiasm, sociability, optimism, talkativeness

Limitations: impulsiveness, disorganization, lack of follow-through

Active
Fast-paced
Assertive
Dynamic
Bold

D
Dominance

i
Influence

Questioning
Logic-Focused
Objective
Skeptical
Challenging

Accepting
People-focused
Empathizing
Receptive
Agreeable

C
Conscientiousness

S
Steadiness

Thoughtful
Moderate-Paced
Calm
Methodical
Careful

C: Conscientiousness

Priorities: ensuring accuracy, maintaining stability, challenging assumptions

Motivated by: opportunities to use expertise or gain knowledge, attention to quality

Fears: criticism, slipshod methods, being wrong

You will notice: precision, analysis, skepticism, reserve, quiet

Limitations: overly critical, tendency to overanalyze. isolates self

S: Steadiness

Priorities: giving support, maintaining stability, enjoying collaboration

Motivated by: stable environments, sincere appreciation, cooperation, opportunities to help

Fears: loss of stability, change, loss of harmony, offending others

You will notice: patience, team player, calm approach, good listener, humility

Limitations: overly accommodating, tendency to avoid change. indecisiveness