

DISC ASSESSMENT REPORT

Evan Featherstone - DISC Personality File



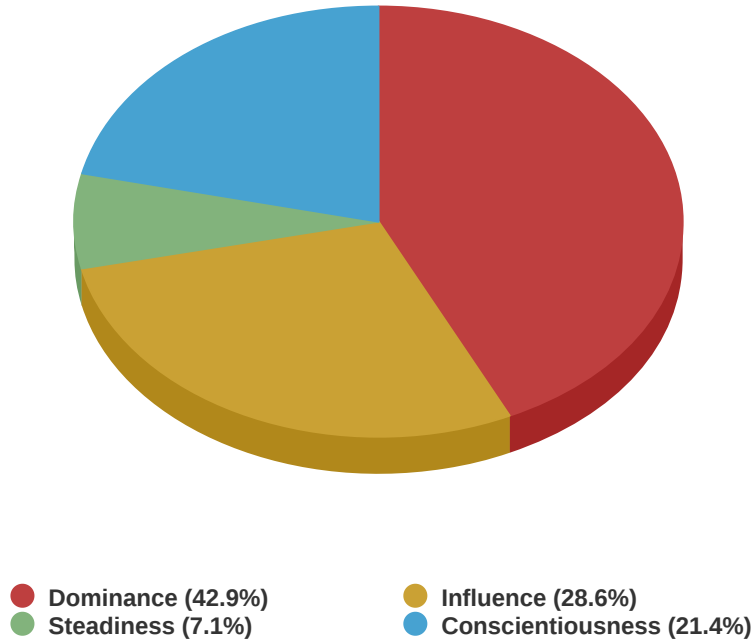
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What personality type are you?

The personality type you have the most in common with is **the D personality type - 'Dominance'**!



What **typifies** you as a dominant person?

You are generally more dominant and direct than other personality types (Influence, Steadiness and Conscientiousness). You love to ask “what” questions about different kinds of subjects. For example: “What’s in it for me?”

In the business world...

Thanks to your high self-confidence, you tend to overstep authority and take a leadership position in group projects. So in other words, you don't like listening to other people to tell you what to do, but you take initiative and make your own decisions. Other team members often turn to you when a certain decision has to be made.

You always think about the big picture and you have a clear vision of what needs to be done. This clear vision enables you and your team to achieve perfect results, which you highly value.

Furthermore, you have the tendency to take risks. No risk is too big for you as you trust in yourself that you will succeed. This means you motivate others as well to accomplish the “impossible” (in their eyes).

What **motivates** you as a dominant person?

You love new challenges! It creates more pressure, but pressure makes you focus on succeeding and getting good results even more. When completing a certain task, you get motivated when you get appreciation, verbal recognition or even rewards for what you've done.

Furthermore, because of your desire and power to make decisions, you are motivated by freedom from routine and mundane tasks. Repetition might be frustrating for you.

Your motto: "I do it my way."

Possible pitfalls and useful tips

1. One of the biggest struggles for a D-Personality type is listening to other people instead of talking. You tend to be argumentative and not listen to the reasoning of others. Because of this, you are more likely to take decisions on your own.

→ *The key to handling this pitfall is to listen actively to others and strive for a consensus instead of making most of your decision alone. Be open to others' opinions and try to make decisions in consultation with your colleagues.*

2. Most of the time, D's are dominant and controlling. Colleagues may experience this behaviour as aggressive, blunt or even rude.

→ *In order to come over as less rude and more sympathetic, you will have to watch your tone and body language when in conversation with others. Read [this article](#) for some useful tips to enhance your nonverbal communication skills.*

3. Another possible pitfall could be that you are impatient and want to get things done as soon as possible (NOW). This might put too much pressure on the shoulders of your co-workers.

→ *Putting pressure on your co-workers' shoulders is not always good. People who like to work in silence or at their own pace are not likely to be positively affected by pressure. BUT a [study](#) of the University of York shows that peer pressure could be a good passive incentive to motivate co-workers to perform better.*

Your ideal roles

- Manager
- Department head
- Politician
- Lawyer

Famous dominance types

- Simon Cowell
- Hillary Clinton
- Donald Trump