



# The **Discovery** Personality Test

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## Your Report

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### Introduction

Your personality - as well as skills and experience - has a tremendous impact on your work success, personal growth and relationships.

The **Discovery** Personality Test analyses your personality and behaviour - both in work and non-work situations. Based on the widely used DISC personality model, your report indicates your strengths and possible areas for self-development.

This report does not pretend to be 100% accurate - all personality test measurements contain some error.

### DISC - Four Personality Traits

Some people believe that using the DISC model to describe personality is an over-simplification. Before coming to such a conclusion consider this...

*"there are only three primary colours and yet they allow us to produce every single colour, tone and hue in the world."*

### The Theory Behind The Discovery Personality Test

This test is based on the highly successful DISC model of personality. Tests based on this model have been administered more than 50 million times throughout the world to help select and develop people.

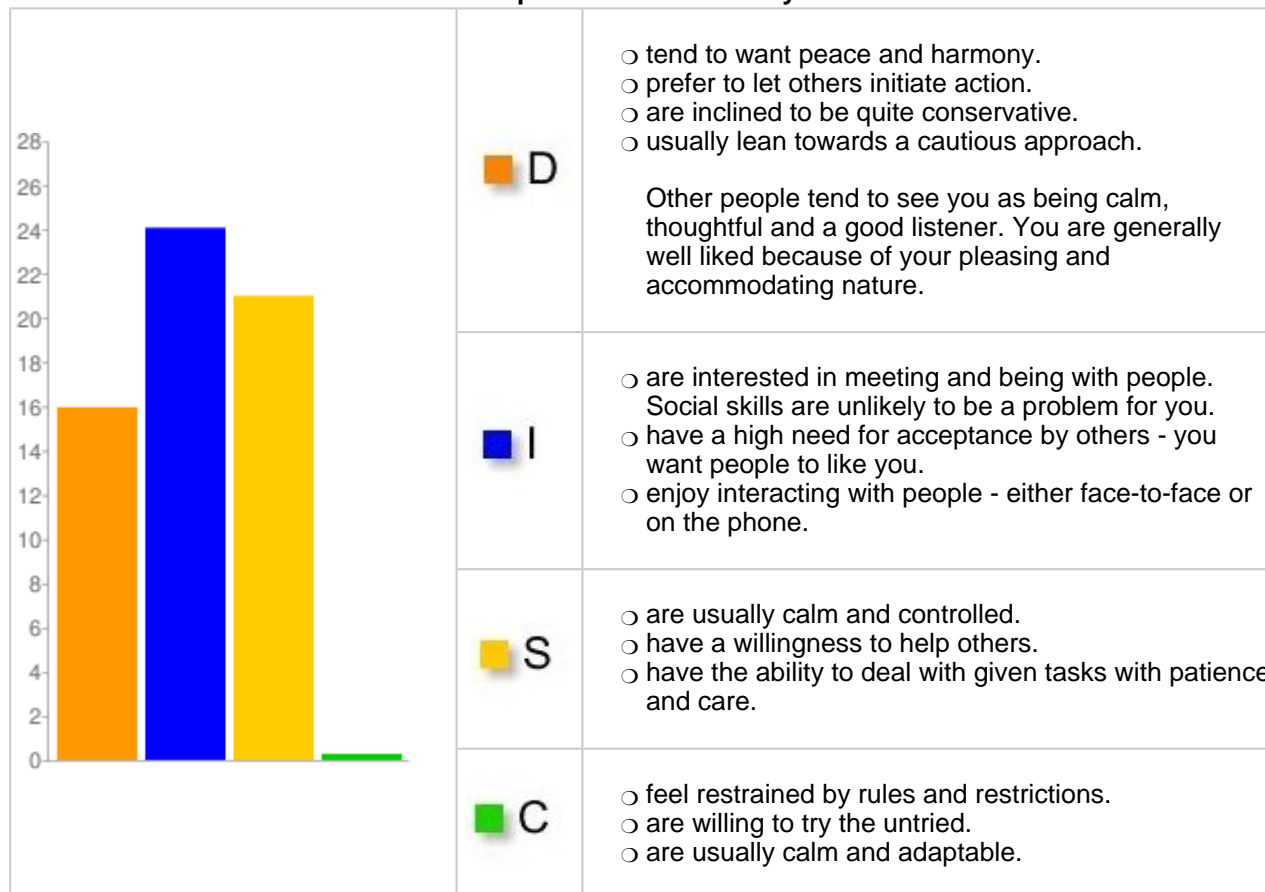
The DISC Theory was developed by William Moulton Marston in the 1920's. (W. M. Marston: 1893-1947, Harvard graduate, lawyer, psychologist and educational consultant.) Since then the theory has been refined and validated by many eminent psychologists and HR professionals. The Discovery Personality Test takes this a step further.

<b>DISC Personality Model</b>	
<b>Dominance</b>	Describes the way you deal with problems, assert yourself and control situations.
<b>Influence</b>	Describes the way you deal with people, the way you communicate and relate to others.
<b>Steadiness</b>	Describes your temperament - patience, persistence, and thoughtfulness
<b>Compliance</b>	Describes how you approach and organise your activity, procedures and responsibilities.



## Your DISC Report

Your responses indicate that you ....



## Your Personality Profile & Summary

**You have an inner need to develop and maintain friendships - at work and at play.** **Your prime values to an organisation are your:**

You are an approachable and understanding person. Your optimism encourages you to look for the best in others. You are likely to be a good listener and offer constructive advice rather than imposing your own ideas and values on others.

As a result of liking people and wanting to be liked, you may have difficulty when in conflict situations. You may tend to be overly flexible, tolerant and compromising.

- ability to create a unique and friendly environment.
- effectiveness with people and people problems.

### Tactics & Strategies for Increased Effectiveness

Try to realise that you cannot always avoid troublesome issues. Sometimes you have to be more assertive and direct with people. Remember, in the long run, you need to get the job done as well as identifying the problem.



## DISC Patterns or Classifications

### Compare your personality profile to the DISC Patterns or Classifications

To help communication and understanding, researchers and experts in the DISC Personality Model have defined what are known as DISC Patterns or Classifications.

The different Patterns are based on the interaction of the four traits measured by the DISC model.

*(The Patterns are given names. The objective of these names is to give a single descriptive term that captures the essence of that personality profile.)*

### 'The Counsellor'

The Classical pattern that is most similar to your personality profile is frequently called 'The Counsellor'.

Here are some key words that people often use to describe The Counsellor:

Warm; enthusiastic; caring; modest; trusting; influential; team-player; loyal; patient; sensitive.



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