



Discover



## Group Trend Report

**This Group Trend Report is a product of  
Discover Assessments.**

**Discover Assessments** - *The leader in applied behavioral assessments  
for the recruitment, retention, motivation and development of talent.*

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 **Group Trend Scores**

The following are the natural profile scores of the candidates. To interpret their conflict and/or cohesion zones, refer to the DISC tables

First Name	Last Name	Dominance	Influence	Steadiness	Compliance
John	Doe	50	27	43	86
Jane	Dolittle	62	52	43	39


**Dominance Axis**

Low (1-41)	Situational (42-56)	High (57-99)
Trends	Trends	Trends
<ul style="list-style-type: none"> <li>● Careful</li> <li>● Cautious</li> <li>● Modest</li> <li>● Reserved</li> <li>● Low risk-taker</li> <li>● Kind</li> <li>● Peaceful</li> </ul>	<ul style="list-style-type: none"> <li>● Situational judgement to choose between high and low trend</li> </ul>	<ul style="list-style-type: none"> <li>● Straightforward</li> <li>● Competitive</li> <li>● Demanding</li> <li>● Risk-taker</li> <li>● Results-oriented</li> <li>● Decisive</li> <li>● Initiative taker</li> </ul>
Motivators	Motivators	Motivators
<ul style="list-style-type: none"> <li>● Balanced situations, without pressure or confrontation.</li> <li>● Feeling comfortable and at ease.</li> <li>● Managing within a structure that offers direction and security.</li> <li>● Avoiding risky situations as far as possible.</li> <li>● Consistency in the way of working</li> </ul>	<ul style="list-style-type: none"> <li>● Situational judgement to choose between high and low motivators</li> </ul>	<ul style="list-style-type: none"> <li>● Challenging situations and commitments.</li> <li>● Competing and winning</li> <li>● Situations that offer the possibility of power and status.</li> <li>● Tasks having a degree of risk.</li> <li>● Taking charge in important situations, with a high degree of responsibility.</li> </ul>


**Influence Axis**

Low (1-41)	Situational (42-56)	High (57-99)
Trends	Trends	Trends
<ul style="list-style-type: none"> <li>● Formal</li> <li>● Serious</li> <li>● Seeks professional relations</li> <li>● Introspective</li> <li>● Analytical &amp; data driven</li> <li>● Skeptical</li> </ul>	<ul style="list-style-type: none"> <li>● Situational judgement to choose between high and low trend</li> </ul>	<ul style="list-style-type: none"> <li>● Friendly</li> <li>● Persuasive</li> <li>● Build social relations</li> <li>● Extroverted</li> <li>● Friendly &amp; people driven</li> <li>● Trusts people</li> </ul>
Motivators	Motivators	Motivators
<ul style="list-style-type: none"> <li>● Working in small groups, with well-known people.</li> <li>● Prefers to interact and relate with people who are known and trusted.</li> <li>● Applying analysis to work on problem-solving.</li> <li>● Work in privacy, without being forced or pressurized.</li> </ul>	<ul style="list-style-type: none"> <li>● Situational judgement to choose between high and low motivators</li> </ul>	<ul style="list-style-type: none"> <li>● Demonstrating skills and talents.</li> <li>● Interacting and relating with new and different people.</li> <li>● Being up-to-date in terms of new trends</li> <li>● Social recognition, appreciation.</li> <li>● Being liked, project an appealing image and charm.</li> </ul>


**Steadiness Axis**

Low (1-41)	Situational (42-56)	High (57-99)
Trends	Trends	Trends
<ul style="list-style-type: none"> <li>● Dynamic</li> <li>● Multi-tasker</li> <li>● Spontaneous</li> <li>● Anxious</li> <li>● Restless</li> <li>● Impatient</li> </ul>	<ul style="list-style-type: none"> <li>● Situational judgement to choose between high and low trend</li> </ul>	<ul style="list-style-type: none"> <li>● Methodical</li> <li>● Consistent</li> <li>● Patient</li> <li>● Calm</li> <li>● Quiet</li> <li>● Tolerant</li> </ul>
Motivators	Motivators	Motivators
<ul style="list-style-type: none"> <li>● Diversity, change and variety of situations and people.</li> <li>● Constant change</li> <li>● Opening simultaneous fronts.</li> <li>● Covering several projects at the same time.</li> <li>● Fast pace and manages ambiguity.</li> </ul>	<ul style="list-style-type: none"> <li>● Situational judgement to choose between high and low motivators</li> </ul>	<ul style="list-style-type: none"> <li>● Routine, repetitive and stable tasks.</li> <li>● Deep conversations and giving useful advice.</li> <li>● Needs consistency and security.</li> <li>● Having time to do things well.</li> <li>● Being with family, loved ones and having close relationships.</li> </ul>


**Compliance Axis**

Low (1-41)	Situational (42-56)	High (57-99)
<b>Trends</b>	<b>Trends</b>	<b>Trends</b>
<ul style="list-style-type: none"> <li>● Independent</li> <li>● Goal oriented</li> <li>● Sees the larger picture</li> <li>● Focuses on objectives</li> </ul>	<ul style="list-style-type: none"> <li>● Situational judgement to choose between high and low trend</li> </ul>	<ul style="list-style-type: none"> <li>● Disciplined</li> <li>● Perfectionist</li> <li>● Detail-oriented</li> <li>● Cooperative</li> <li>● Obedient</li> <li>● Process oriented</li> </ul>
<b>Motivators</b>	<b>Motivators</b>	<b>Motivators</b>
<ul style="list-style-type: none"> <li>● Freedom to act on ideas and proposals.</li> <li>● Focusing on objectives and goals.</li> <li>● Offering opinions and acting without inhibitions, barriers or structures.</li> <li>● Being free and independent.</li> <li>● Prefers environments that are unstructured and offers autonomy</li> </ul>	<ul style="list-style-type: none"> <li>● Situational judgement to choose between high and low motivators</li> </ul>	<ul style="list-style-type: none"> <li>● Receiving instructions with clear and consistent parameters and procedures.</li> <li>● Doing things perfectly, in detail, while avoiding mistakes.</li> <li>● Managing within a structure</li> <li>● Working in an organization that provides security.</li> <li>● Relying on detailed and accurate information to decide and proceed.</li> <li>● Constant positive reinforcement and reassurances that things are being done well.</li> </ul>