

# FACILITATOR REPORT

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Sample Group  
(17 People)

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This report is provided by:

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Everything DiSC® and You Group

For more than 30 years, DiSC® has helped people improve performance, deal more effectively with conflict, and value differences. DiSC recognizes that the first step toward change is to understand why we act the way we do. This report is designed to equip facilitators with data about the diversity of interpersonal styles in the groups they work with. Use the table of contents below to determine what information best suits the purpose of your intervention and your facilitation style and strategy.

Table of Contents

Page 3	<p><b>You DiSC Culture:</b> Explores the DiSC culture of your group. This section includes:                  Two group maps that show each group member's dot on the Everything DiSC Map—one by primary style, the other by primary and secondary style.                  An explanation of DiSC culture.                  A breakdown of the percentage of group members who tend to be fast-paced &amp; outspoken versus cautious &amp; reflective; and questioning &amp; skeptical versus accepting &amp; warm.</p>
Pages 7-8	<p><b>The D Culture:</b> Describes the Dominance or D culture and explores what it is like for the different DiSC styles to work in the D culture. Also lists group members who fall in the D region and provides issues to consider in a D culture.</p>
Pages 9-10	<p><b>The i Culture:</b> Describes the Influence or i culture and explores what it is like for the different DiSC styles to work in the i culture. Also lists group members who fall in the i region and provides issues to consider in an i culture.</p>
Pages 11-12	<p><b>The S Culture:</b> Describes the Steadiness or S culture and explores what it is like for the different DiSC styles to work in the S culture. Also lists group members who fall in the S region and provides issues to consider in an S culture.</p>
Pages 13-14	<p><b>The C Culture:</b> Describes the Conscientiousness or C culture and explores what it is like for the different DiSC styles to work in the C culture. Also lists group members who fall in the C region and provides issues to consider in a C culture.</p>
Page 15	<p><b>Data Summary:</b> This alphabetized Individual Data Table allows you to look up group member DiSC styles more quickly. It is provided for groups of all sizes.</p> <p><b>Small Group Bonus Pages:</b> These pages are generated only for smaller groups:                  A Quick Reference Chart that lists group members who have primary styles in each quadrant. This page will not appear if there are more than 16 people in a single DiSC quadrant.                  The Group Map with Names is generated for groups of 26 or fewer.</p>

# S





How do I know the group's DiSC® culture?

Just as you can learn to read individuals' styles, you can also learn to read the DiSC® style of a group.

► Does this group culture promote caution and reflectivity (S and C styles), or does it favor a fast pace and outspokenness (D and I styles)? Consider that 41% of your group members are fast-paced and outspoken, while 59% are cautious and reflective.

AND

► Does this group culture have more of a questioning and skeptical orientation (C and D styles), or is it more accepting and warm (I and S styles)? Consider that 65% of your group members tend to be questioning and skeptical, while 35% are accepting and warm.

Percentage of people in each category with a high an in

## The D Culture

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## The D Culture

The percentage of group members (24%) whose dots fall in the Dominance region is about the same as the average group taking this profile (25%). The hallmarks of a D culture are quick decisions, direct answers, and a competitive atmosphere. This culture values solid results and powerful growth. Trust is given to those who are direct and straightforward. People who thrive in this setting tend to be hard-driving individuals who relish challenges and the thrill of victory. Interpersonal communication may suffer in this culture, however, and those who are less assertive may feel overwhelmed. In addition, such a culture may sometimes struggle with high turnover and a stressful environment.

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# The D Style Within Your Group

## The D Culture

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The columns below list the people who have D in their style (as either primary or secondary) and those who don't. Consider how these two groups might misunderstand each other. And if this group has a D culture, consider how those who are low in D may react to that culture.

Note: If the number of group members below exceeds the maximum that can fit, the list will be continued at the end of this report.

### With Primary or Secondary D

John Albrecht  
Joy Willis  
Joshua Hoye  
Rami Sivula

Selma Reyes  
Brian Arnold  
Liz Rodosovich

### Without Primary or Secondary D

Aleisha Warren  
Ryan Page  
Paula Anderson  
Bob Cisneros  
Veronica Curtis

Lily Ng  
Jill Webster  
Marta James  
Cassandra Bogie  
Ellen Jordan

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## Issues to Consider

If this group has a D culture, your group may want to consider the following questions:

### For group members

- How do people who aren't in the D region feel about this culture? What are their frustrations and challenges?
- How does the group listen to those in the other regions?
- How do people in the D region respond to those who don't share their style?
- How open is your culture to the i, S, and C styles? How do they bring balance to your group?
  - o Do people in the i region feel that they get the personal recognition they deserve?
  - o Do people in the S region feel like they get feedback that is too cold and insensitive?
  - o Do people in the C region feel that they are given time to think concepts through and make the right decisions?

### For the group as a whole

- What are the advantages and drawbacks of the D culture for your group?
- How does the D culture support and inhibit the success of your group?
- Does your group take the time to calculate risks?
- Does the group waste time with power struggles?
- Does status get in the way of good decision making?
- Could feedback be given in a more constructive way?













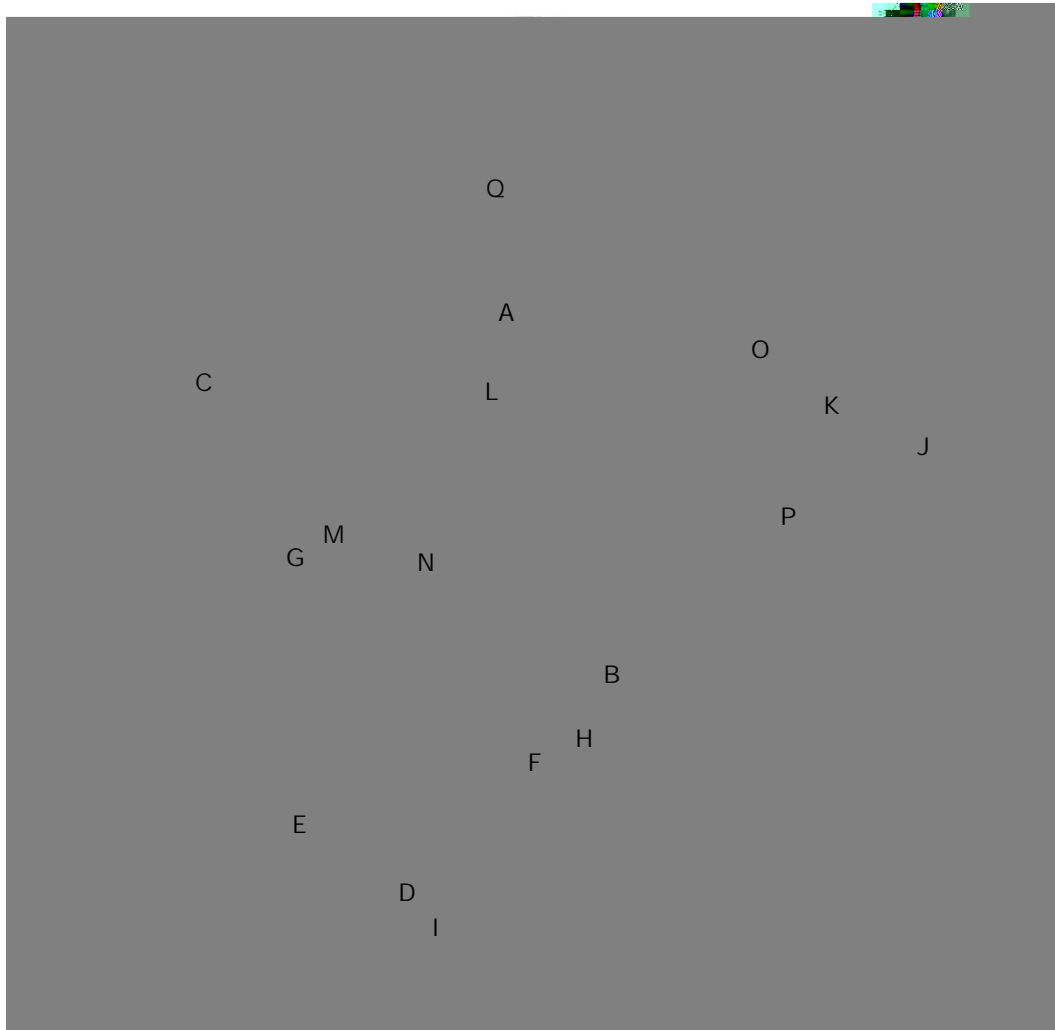








The Everything DiSC® Map below shows the names and dot locations of all group members. This bonus page is only generated for groups of 26 or fewer participants.



The list below indicates which letter on the Group Map corresponds to your group members.

Group Member	DiSC Style	Group Member	DiSC Style
A John Albrecht	Di	N Rami Sivula	CD
B Paula Anderson	SC	O Aleisha Warren	iS
C Brian Arnold	DC	P Jill Webster	Si
D Cassandra Bogie	CS	Q Joy Willis	Di
E Bob Cisneros	C		
F Veronica Curtis	CS		
G Joshua Hoye	CD		
H Marta James	SC		
I Ellen Jordan	CS		
J Lily Ng	iS		
K Ryan Page	iS		
L Selma Reyes	Di		
M Liz Rodosovich	CD		