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AssessAll

DISC PRISM™

One sitting. Every angle of you at work.

Core Workplace Lens — your **DISC behavioural profile**: how you decide, communicate, pace yourself and work with others, measured across the eight facets of the AssessAll DISC Prism.

BUILT ON THE DISC BEHAVIOURAL MODEL (MARSTON, 1928) · LENS 01 OF 30 · CORE WORKPLACE PROFILE

SAMPLE

PREPARED FOR

Ananya Rao

TEST ID

AA-P4X2K9

DATE

9 Jul 2026 · IST

SITTING

24 min · complete

NORM GROUP

Global working adults

RESPONSE QUALITY

Clean · High confidence

FOUNDATION

Understanding DISC

DISC is one of the world's most widely used models of workplace behaviour, built on psychologist William Moulton Marston's four-factor theory (1928). It describes **how you behave and communicate** — not your intelligence, values or mental health. There are no good or bad profiles: every style succeeds in different ways.

D Dominance Direct, decisive, results-first. Asks: what are we achieving, and how fast?	I Influence Outgoing, persuasive, optimistic. Asks: who is with us, and are they excited?	S Steadiness Patient, dependable, loyal. Asks: how will we do this together, reliably?	C Conscientiousness Precise, analytical, quality-driven. Asks: why — and where is the evidence?
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THE ASSESSALL REFINEMENT

From four factors to eight facets

Most people are a **blend** of neighbouring DISC factors. The AssessAll DISC Prism measures the four classic factors **plus the four blends between them** — eight facets that locate you far more precisely than a single letter ever could:

D Drive
 D/I Momentum
 I Connection
 I/S Support
 S Steadiness
 S/C Diligence
 C Precision
 C/D Independence

Your 78-question sitting combined four measurement methods — work-style statements, hard-choice triplets, real workplace scenarios and pressure sliders — with hidden quality checks throughout. Your response quality was rated **Clean · High confidence**, so you can read every page that follows with trust.

SECTION 1

Your DISC profile

Your intensity on each classic DISC factor, as a percentile against global working adults. Your profile reads **I-D**: Influence leads, Dominance supports — the classic signature of someone who moves people first and tasks through them.



WHAT HIGH I + HIGH D MEANS DAY-TO-DAY

- You persuade before you instruct — but you CAN instruct when persuasion stalls
- You start fast and recruit as you go; committees feel like brakes
- Recognition and visible progress are real fuel, not vanity

WHAT MODERATE S + C MEANS DAY-TO-DAY

- You can do routine and detail — in sprints, not as a steady diet
- You respect evidence when it's brought to you; you rarely go digging for it
- Stability matters less to you than momentum — plan for teammates who differ

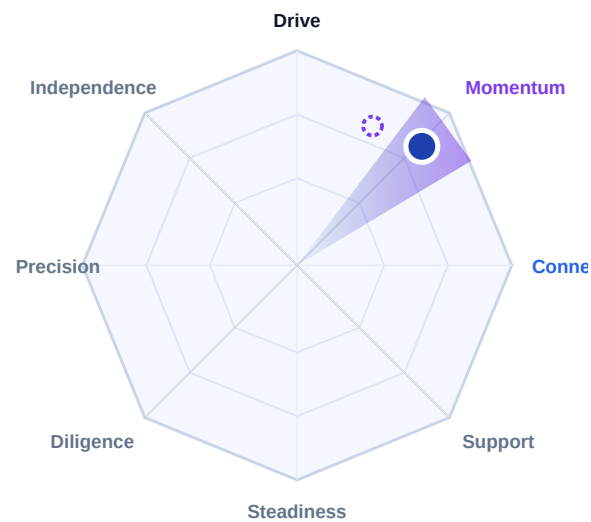
FROM YOUR OWN RESPONSES AI-PERSONALISED

Your D and I scores came from different evidence: D from the deadline triplets (you consistently chose "make the call" options), I from the scenarios — in all three people-situations you rated the talk-it-through response Very likely. That combination is why your profile reads I-D rather than D-I.

SECTION 2

Your DISC Prism — eight facets, one picture

The Prism map refracts your four DISC factors into eight facets. The beam shows the blend of your two brightest facets; the ring marker shows where your DISC profile shifts under pressure.



THE MOBILISER

Momentum-led, powered by Connection — you turn ideas into moving projects by getting people genuinely on board. Pattern fit: 92%.



Numbers are percentiles vs global working adults — 88 means brighter than 88 of 100 professionals on that facet.

● everyday style ○ under-pressure shift (toward Drive) beam = facet blend

FROM YOUR OWN RESPONSES AI-PERSONALISED

Ananya, your pattern showed up most clearly in the change scenario: you rated "pilot it this week and learn by doing" as Very likely, and under time pressure your sliders moved toward **more decisive** and **more direct** — a Mobiliser who accelerates when stakes rise rather than slowing down.

SECTION 3

What fuels your DISC style — and what drains it

ENERGISERS

- A bold goal with a visible scoreboard and a team that wants to win
- Permission to start before every detail is settled
- Selling an idea — a room that starts sceptical and leaves convinced
- Fast feedback loops: ship, learn, adjust, ship again

DRAINS

- Long approval chains between a decision and its first action
- Repeating an unchanged routine after the challenge is gone
- Working alone for days without a sounding board
- Documentation demanded before the idea has proven itself

UNDER PRESSURE

Your pressure signature

In a high-stakes week your dot shifts toward **Drive**: you become more direct, decide faster, and spend less time bringing people along — the very strength that makes you quick can leave your team a step behind. Your sliders show this is a **moderate, recoverable shift**, not a style change: you return to Mobiliser mode once the pressure passes.

FROM YOUR OWN RESPONSES AI-PERSONALISED

You rated *"push the team to commit to a deadline today"* Very likely, while *"make sure every voice is heard before we commit"* dropped to Unlikely under the deadline scenario — the clearest marker of your pressure shift, and the one worth watching in week-before-launch moments.

SECTION 4

How your DISC style shows up to others

AT YOUR BRIGHTEST

- **The room moves.** You compress the gap between "good idea" and "we started".
- **People say yes and mean it.** You persuade through genuine enthusiasm, not pressure.
- **Setbacks bounce.** A failed attempt becomes this afternoon's second attempt.
- **You speak up early.** Your Independence facet (63

SAMPLE