

A valuable tool included in the MapMyStrengths.com DISC Map Report is the Compass. The DISC Map Compass is a great visual representation of your Natural and Adapted Behavioral Styles. Referring to the last page of your DISC report, you will see a circular diagram composed of 60 of the most common graphs sorted into eight descriptive categories.

You will notice the placement of each of the behavioral factors:

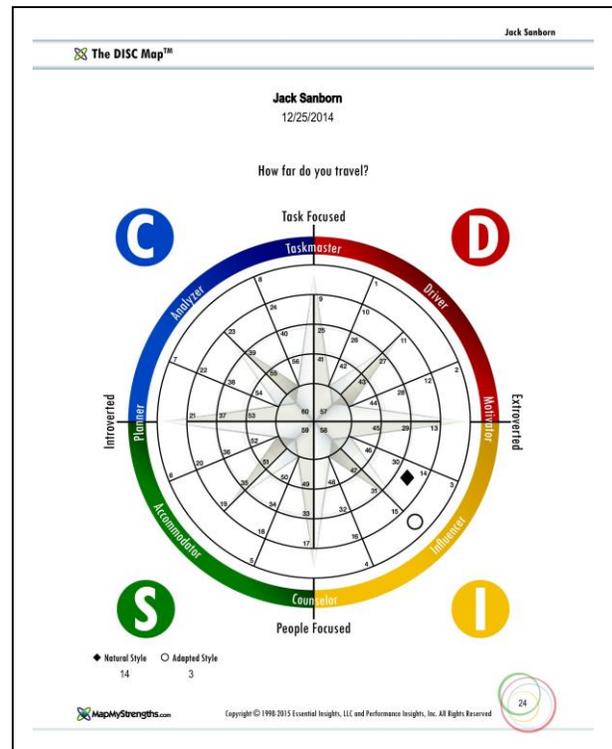
D (upper right) representing **DOMINANCE** Behavior or how you deal with **PROBLEMS**;

I (lower right) representing the **INFLUENCE** Behavior or how you deal with **PEOPLE**;

S (lower left) representing the **STEADINESS** Behavior or how you deal with the **PACE** in the environment; and

C (upper left) representing the **COMPLIANCE** Behavior or how you deal with **PROCEDURES**.

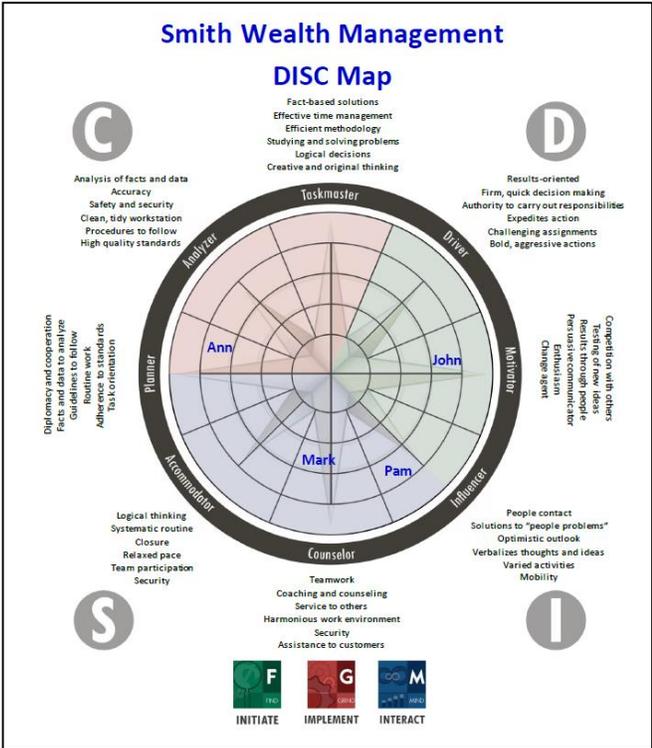
Next, you will notice a **DIAMOND** ♦ plotted for your Natural Style and a **CIRCLE** ○ plotted for your Adapted Style. These plot points are determined by the results of your D, I, S, and C Scores, with your primary location being your Core, or highest behavior. You will want to see these plotted as close to one another as possible, illustrating that you do not travel far from your Natural Style when in the workplace. This generally indicates that you are utilizing your strengths within your job or that there is no need for adaptation.



Individuals plotted closer to the center indicate less intensity in their Core behavior and the ability to more easily adapt to others who may be different. The further you are plotted from the center of the Compass, the more intense you are in a particular factor. This would also mean it requires more energy for you to adapt to other styles, especially the style directly across from you on the Compass. For example, Drivers possess behavior that is directly opposite the behavior of Accommodators. Understanding how your style relates to others is critical for successful communication. In order for you to communicate effectively, you must communicate to the other person in their style, not your own. To improve your communication, refer to “COMMUNICATION BUILDERS AND BARRIERS” in your report and be sure to share this page with those with whom you work closely. You can also split the Compass in half by drawing a vertical line down the middle of it. People on the left are more **INTROVERTED** and **METHODICAL**, and people on the right are more **EXTROVERTED** and **FAST-PACED**. Splitting the Compass in half horizontally, you have people on the top who are **TASK-focused** and people on the bottom who are **PEOPLE- focused**.

A Quick Guide to Understanding Your DISC Map Compass Results

If you are part of a team, you may have received a Team DISC Map Summary. This Compass summarizes the Natural Behavioral Styles of all of your team members. With this summary, we provided characteristics of strengths for each of the 8 categories on the Compass. In addition, we provided color indication for our proprietary FIND GRIND MIND® Model.



People indicated in the green FIND area are naturally gifted in the marketing and sales area of a business as they are excellent at initiating new activities.

Those located in the red GRIND area of the Compass often are more technical in nature, handling the implementation of administration, operations, financial solutions, research, and strategy as they excel at very detailed tasks.

Finally, those in the blue MIND area have extensive strengths in any activities related to interacting with people, such as customer service and relationship management responsibilities. These individuals make sure that clients are happy and stay loyal to an organization.

Paragon Resources has extensive experience in the Wealth Advisor Industry. Having profiled over 87,000 people working within the industry, we have been able to identify which DISC styles will

most effectively perform each of the core business functions, and also identify any gaps of coverage in a team. Our Certified DISC Navigators can provide the insight you need to take your business to new levels of success by ensuring that you capitalize on your greatest asset, PEOPLE! Please contact us at 770.319.0310 for your specific needs.

Copyright 2016. Paragon Resources, Inc., Atlanta, GA

THIS DOCUMENT IS FOR INFORMATIONAL PURPOSES ONLY. INFORMATION PROVIDED IN THIS DOCUMENT IS PROVIDED 'AS IS' WITHOUT WARRANTY OF ANY KIND. The user assumes the entire risk as to the accuracy and the use of this document. This document may be copied and distributed subject to the following conditions: 1) All text must be copied without modification and all pages must be included; 2) All copies must contain Paragon's copyright notice and any other notices provided therein; 3) This document may not be distributed for profit.