<table>
<thead>
<tr>
<th>DiSC Profile Test</th>
<th>DiSC Behaviors</th>
<th>Characterized As</th>
<th>May Become</th>
<th>Desires to . . .</th>
</tr>
</thead>
</table>
| Dominant          | Wants: Results –  
                   | Acts: Decisively  
                   | Asks” “What”  
                   | Fast Paced  
                   | Intimidating  
                   | To show authority,  
                   | Control Specialist  
                   | Firm Stance  
                   | Aggressive  
                   | Strong Gestures  
                   | Domineering  
                   | and in control  
| Influence         | Wants People –  
                   | Acts: Enthusiastically  
                   | Asks” “Who”  
                   | Easy Smile  
                   | Unrealistic  
                   | To appear  
                   | Communication Specialist  
                   | Alert Eyes  
                   | Overselling  
                   | Wide gestures  
                   | Overly Emotional  
                   | Warm  
                   | Enthusiastic  
                   | Friendly  
                   | And Safe  
| Steadiness        | Wants: Stability –  
                   | Acts: Systematically  
                   | Asks: “How?”  
                   | Direct Gaze  
                   | Inflexible  
                   | To appear  
                   | Harmonizing Specialist  
                   | Relaxed Stance  
                   | Aloof  
                   | Few Gestures  
                   | Passive  
                   | Calm  
                   | Indecisive  
                   | Steady  
                   | To appear  
                   | Conscientiousness  
                   | Accuracy  
                   | Information Specialist  
                   | Too Critical of  
                   | Acts: Cautiously  
                   | Self and Others  
                   | “Why”  
                   | Solo Player  
                   | Knowledgeable  
                   | Reserved Eyebrows  
                   | Logical  
                   | Raised Controlled Gestures  
                   | In Control  
|                   |               |                 |             |                 |               |             |                 |                 |             |               |                 |             |                 |               |             |                 |               |             |                 |               |             |                 |               |             |                 |