EVERYTHING DiSC AGILE EQ™

Supplement for Facilitators

Sabina Spencer

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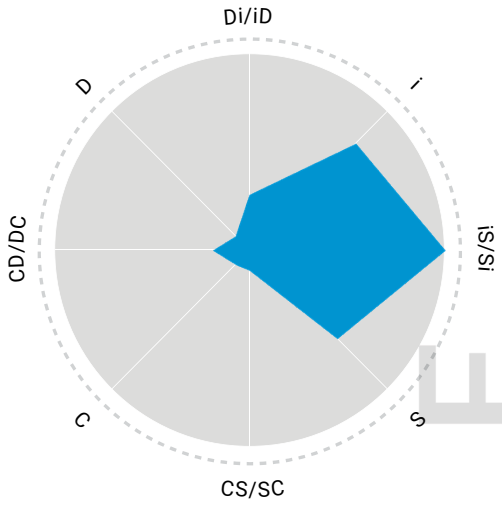
Supplemental Data

FOR SABINA SPENCER, iS STYLE

This supplement provides for more in-depth interpretation of Sabina's DiSC® style, beyond the simple snapshot of the Everything DiSC® dot and shading.



1 Sabina's DiSC® Scales

The shape of the "umbrella graph" at right shows Sabina's scores on the **eight DiSC scales.** A proprietary algorithm based on these scores is used to calculate DiSC style and dot location. The closer each point is to the edge of the circle, the higher Sabina's score for that scale. For more information about these scales, please see the Everything DiSC Research Report.

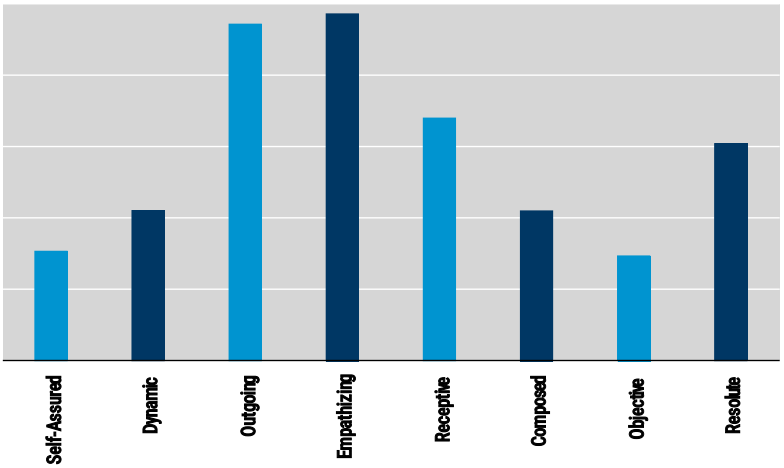
2 Sabina's Unexpected Items

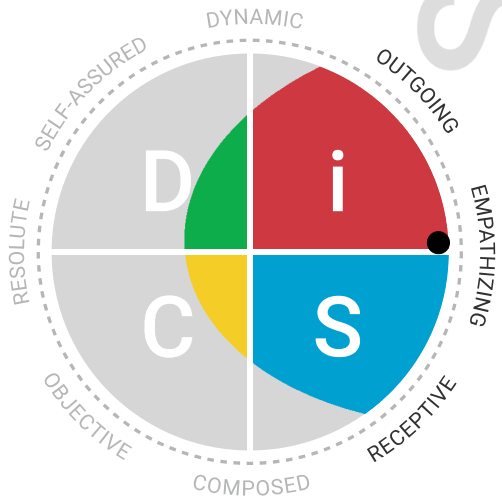
The ratings for the following items are not correlated with Sabina's iS style. The parentheses show the rating given to each item on a five-point scale.

- I tend to be questioning (4)
- I am very warm-hearted (2)
- I tend to light up a room (2)
- I am critical (4)
- I am very enthusiastic (2)

3 Sabina's Mindset Subscales

The bar graph shows Sabina's scores on the eight mindset subscales. The DiSC map shows the three mindsets associated with Sabina's iS style: Outgoing, Empathizing, and Receptive. The effort meters on pages 10–14 of the *Everything DiSC® Agile EQ™ Profile* reflect the subscale scores for the remaining mindsets.





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Supplemental Data

DEFINITIONS

DiSC® Scales: The items in the standard Everything DiSC® assessment are each assigned to one of eight DiSC scales: D, Di/iD, i, iS/Si, S, SC/CS, C, and CD/DC. Respondents get a score for each of the eight scales, and these scores are used to determine their DiSC style and dot placement. Our proprietary algorithm weighs the scale scores and assigns the most appropriate DiSC style: D, Di, iD, i, iS, Si, S, SC, CS, C, CD, or DC.

Unexpected Items: These are assessment items that a respondent rated in a way that isn't typically associated with this person's DiSC style. For instance, when a person with a D style highly endorses an "S" assessment item, it is unexpected. Likewise, when the same person gives a low rating to a "D" item, that score is also unexpected. We report these items in the supplemental data to help you understand subtle ways that the respondent's tendencies may differ from behaviors typical of the respondent's DiSC style.

Mindsets: Each DiSC style is correlated with three mindsets, as seen around the circle. Respondents will always be assigned the three mindsets associated with their DiSC style—shown in bold—regardless of their subscale scores.

Mindset Subscales: While each of the Everything DiSC programs is built on the same basic DiSC assessment, each has additional assessment items unique to that product. In *Agile EQ,* these items are used to help calculate the mindset scales that determine the respondent's effort meter results on pages 10–14 of the profile. These effort meters show how much effort is required to adopt those mindsets not associated with the respondent's style. For example, if a respondent scores high on a given subscale, the corresponding effort meter will indicate that it likely takes little effort to adopt the mindset.

FREQUENTLY ASKED QUESTIONS

Q: What's the difference between the bar graph and the "umbrella graph" on page 2?

A: The bar graph on page 2 shows mindset scores, which are specific to *Agile EQ*. The "umbrella graph" is based on the eight DiSC scale scores, which are the same for all applications.

Q: Can I have a mindset that is shaded, even though that mindset doesn't look very high on the bar graph?

A: Yes, the three mindsets closest to your dot are always shaded, regardless of how high the corresponding bars are. Those three mindsets are theoretically correlated with your DiSC style.

Q: One of my mindset subscale scores is higher than one or more of the three subscales associated with my DiSC style. Does that affect the placement of my dot?

A: No. Your dot placement is determined solely by your scores on the eight DiSC scales. The mindset subscales are used to determine the effort required to stretch to a particular mindset.

Q: Is it possible to have unexpected items with both high and low scores?

A: Yes. Your unexpected items may include items with high scores that are typically rated lower by people with your style, as well as items with low scores that are typically rated higher by people with your style.

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