

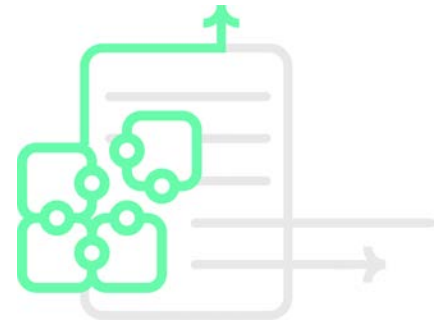
Discflow Core 2.0 Report

CFT Sample

Report Generated: 04/12/2025

Introduction

CFT, how you communicate, interact, and respond to challenges directly impacts your success and relationships. Understanding yourself and others is key to building stronger connections and achieving better outcomes in both work and life.



This personalised report provides practical insights to help you maximise your strengths, focus your energy, and enhance your effectiveness. The Discflow® model combines the proven DISC framework with Emotional Intelligence (EI), offering a deeper understanding of your behaviours and the reasons behind them.

By increasing self-awareness and recognising others' tendencies, you can improve communication, collaboration, and adaptability. Think of the DISC model as a compass-it won't dictate your path, but it will help guide you in the right direction. The more you embrace these insights, the smoother your journey will be.

This report isn't about changing who you are-it's about leveraging your strengths, refining your approach, and creating more meaningful, productive relationships. Stay open to the strategies ahead and use them to support your growth.

Guiding Principles

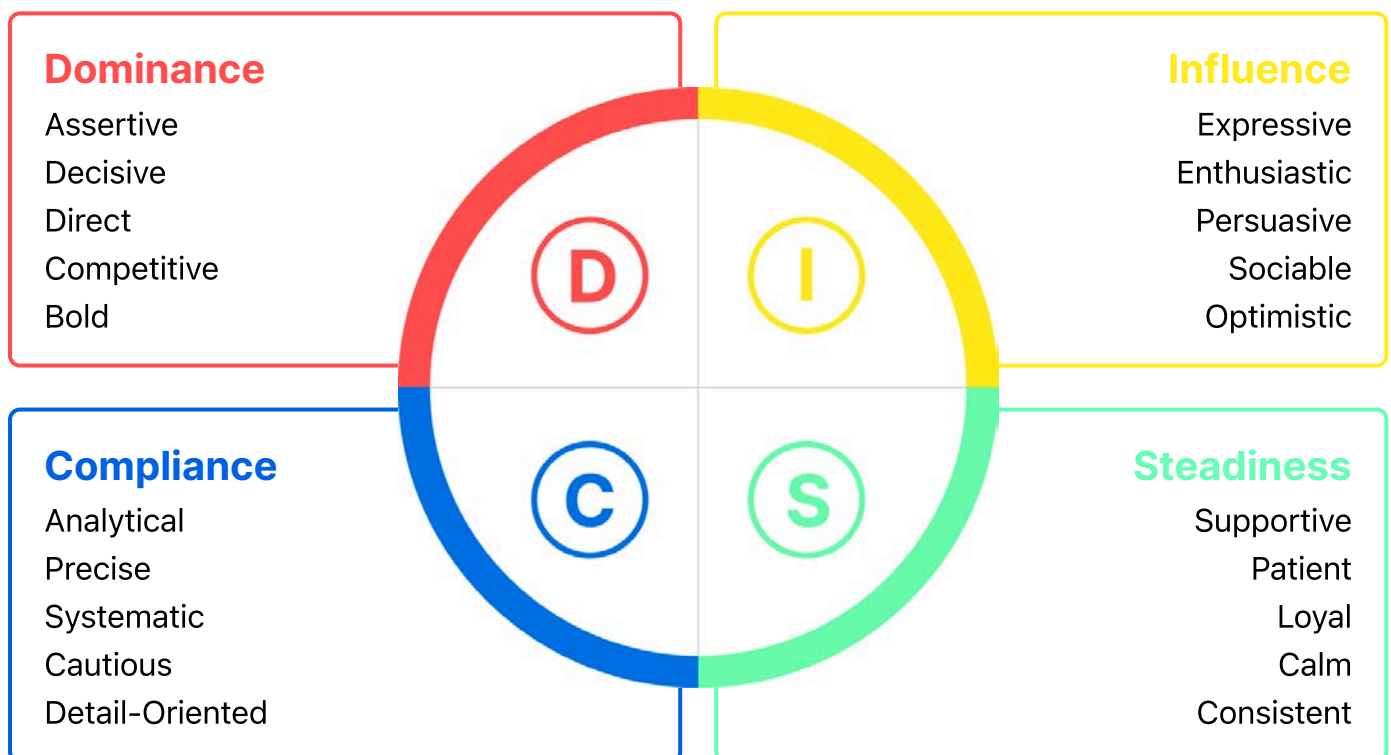
- Every style has strengths and limitations-no style is better than another. Success comes from understanding your tendencies and adapting when needed.
- You are a blend of all four styles. While one may be dominant, you display traits of the others in different situations.
- Self-awareness is key. Understanding your behaviours, triggers, and tendencies helps improve interactions.
- Behaviour is flexible. Emotional Intelligence enhances your ability to adapt and adjust.
- Understanding others strengthens relationships. Recognising different styles and emotional responses improves communication and teamwork.
- DISC is a framework, not a box. Your profile offers insights but doesn't define or limit you.
- DISC and EI drive success. Developing self-awareness and awareness of others leads to stronger relationships.

The DISC Model

The DISC model is a powerful tool for understanding human behaviour, offering valuable insights into how we communicate, make decisions, and interact. It identifies four key behavioural styles—Dominance, Influence, Steadiness, and Compliance—each with unique strengths and challenges.

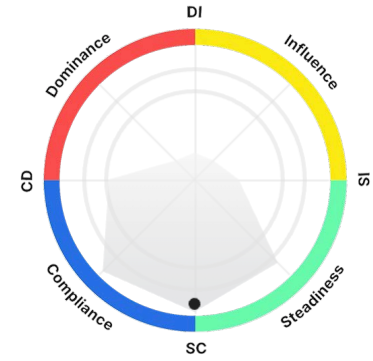
As you explore your report, remember that no one style is better than another. Everyone is a mix of all four, with certain tendencies more prominent than others. Your DISC profile helps you recognise these preferences and understand how they shape your approach to work, relationships, and problem-solving.

More than just self-awareness, DISC helps you appreciate and adapt to the differences in others. By tailoring your communication and approach, you can build stronger relationships, boost collaboration, and increase your effectiveness. Your DISC profile isn't a label but a guide to playing to your strengths and navigating challenges with confidence.



How to Interpret Your Graph

Your DISC results are displayed on a circumplex graph, which visually maps your behavioural preferences across eight distinct styles. The shaded areas on the graph represent the strength of your connection to each style—the further the shading extends from the centre, the stronger your natural inclination toward that behaviour.



The "dot" on the graph marks your Core Style—the behavioural style you most identified with based on your assessment responses. This indicates the behaviours that feel most instinctive to you and are likely to appear consistently in how you think, communicate, and interact with others.

Closer to the Outside or the Centre

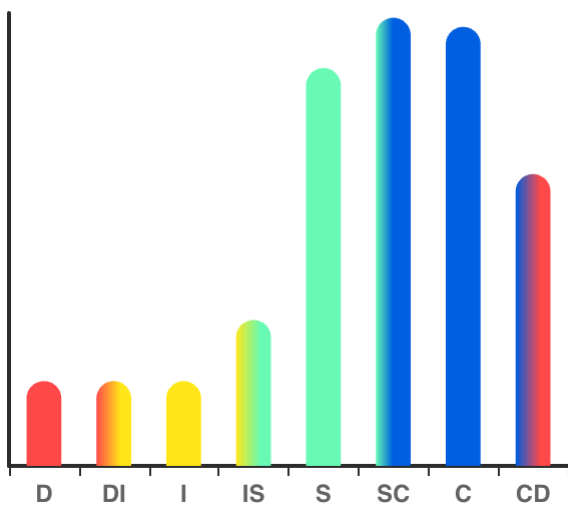
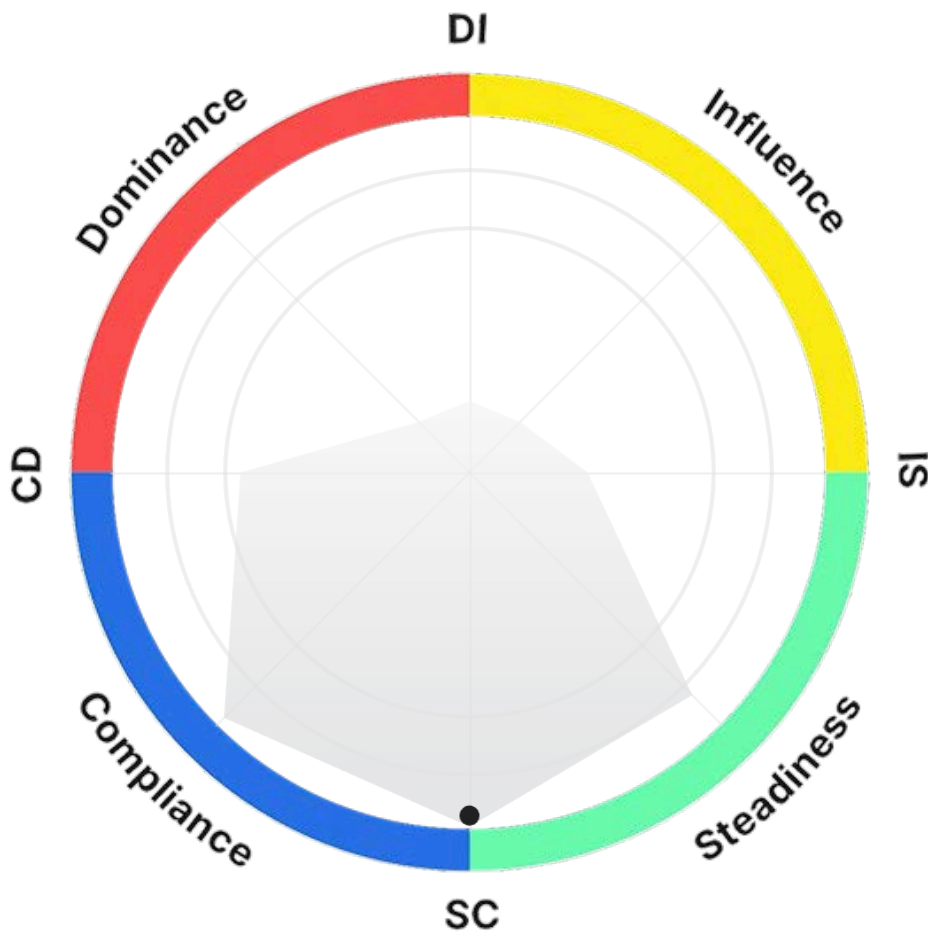
In the DISC model, intensity refers to how strongly you express a particular behavioural style. The closer your dot is to the outer edge of the circle, the more naturally, consistently, and visibly that style is expressed. This means your pace, tone, and decision-making tend to be more pronounced and predictable. Conversely, if your dot is positioned nearer the centre, it reflects a lower intensity. While you still connect with that style, your behaviours may appear more moderate or adaptable, making your preferences less immediately noticeable to others.

It's important to note that DISC intensity does not define or limit you. Rather, it provides meaningful insight into your behavioural tendencies and helps you understand how to better communicate, collaborate, and adjust your approach in different situations.

Unassociated Items

Unassociated Items are statements you prioritised when completing your assessment that don't align with the typical behavioural patterns of your primary DISC style. These items are included to provide a fuller picture of your results, reflect your behavioural complexity and add depth to the interpretation of your profile. The numbers in parentheses represent your rating on a 5-point scale, with only items rated 4 or 5 shown.

DISC Style: Steadiness-Compliance

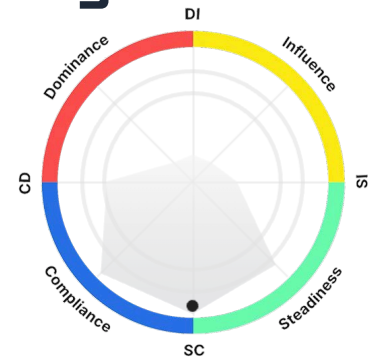


Unassociated Items

- I feel comfortable around other people. (4)

Your Steadiness-Compliance Style

CFT, you take a thoughtful, structured approach to everything you do. You value stability, order, and consistency, preferring environments where expectations are clear, people behave respectfully, and processes are followed properly. You don't rush into decisions or act impulsively. Instead, you take time to evaluate the situation and ensure any steps forward are well-planned and well-executed. You work best where collaboration is grounded in structure and where you know others are equally committed to quality and thoughtful action.



You excel at creating order and maintaining calm. Your methodical and supportive nature allows you to contribute to group efforts without creating conflict or chaos. Others view you as dependable and thorough-someone who can be trusted to deliver on promises and keep things running smoothly. You're often sought out for your balanced perspective, your attention to detail, and your calming influence during stressful times.

However, your desire to avoid disruption can occasionally lead to indecision or hesitation. When faced with sudden change or ambiguity, you may feel unsure or uncomfortable, particularly if the new direction lacks clarity or justification. You may also struggle to speak up or challenge others if it risks disturbing the peace or introducing tension. While your cautious nature helps avoid unnecessary mistakes, it can also hold you back from acting decisively or embracing innovation when opportunities arise.

You are motivated by structure, reliability, and thoughtful collaboration. You feel engaged when contributing to meaningful goals in a steady, predictable environment where roles are defined, and expectations are fair. You enjoy processes that allow you to contribute behind the scenes or as a trusted team player who ensures quality and consistency for everyone involved.

But when things become chaotic or expectations are constantly shifting, you may feel overwhelmed or frustrated. Environments that disregard details or disrupt routines can drain your energy. You may also find it difficult to adapt to teams where people act too quickly or overlook the need for careful planning.

Ultimately, you seek to create a dependable, well-organised environment where people work together respectfully and reliably. One of your biggest fears is being forced into disorganised or unpredictable situations. Learning to tolerate some ambiguity and speak up when needed-without losing your core values of harmony and accuracy-can help you stay grounded while also growing and contributing more broadly.

Your Behavioural Drivers

CFT, your DISC style is guided by key drivers—core needs, motivations, and underlying influences that shape where you naturally focus your energy. These drivers help explain what fuels you and how you tend to approach work and connect with others. The following three drivers are likely to have a strong influence on your behaviour. Use these insights to better navigate the workplace in a way that plays to your natural strengths.



Dependability

You take your commitments seriously and strive to be a reliable presence in both work and relationships. Others trust you to follow through on tasks, ensuring that deadlines are met, and expectations are upheld. Your sense of responsibility makes you a dependable team member, and you value consistency in your approach. While you prioritise reliability, you also recognise the importance of flexibility when circumstances require adjustments to maintain steady progress.

Continuity

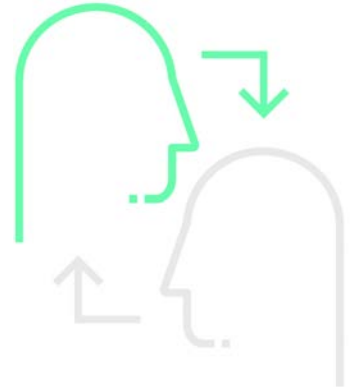
You value stability, predictability, and well-established routines that allow for thoughtful, consistent progress. You take comfort in knowing what to expect and prefer environments where change is gradual and purposeful. Your careful and systematic approach helps maintain order and reliability, both in your own work and within the team. Sudden disruptions or unclear expectations can feel unsettling, as you prefer to build on what's proven and dependable. By combining your sense of structure with a steady presence, you help create a work environment where trust, clarity, and long-term results can flourish.

Order

You thrive in environments where structure is paired with stability, and where clear processes support consistency and teamwork. You value well-defined expectations, thoughtful planning, and a calm, organised approach to work. Predictability helps you feel in control, allowing you to focus on delivering high-quality results without unnecessary stress. Sudden changes or unclear direction can feel unsettling, so you often work proactively to maintain alignment and reduce friction. While you can adapt when needed, you perform at your best in steady environments where order, cooperation, and clarity are the norm.

Strengths and Limitations

CFT, your DISC style brings unique strengths and challenges in how you approach tasks, collaborate, and navigate the workplace. Your natural abilities help you make decisions, solve problems, and interact with confidence. However, each style also has its challenges if not managed effectively. Understanding both your strengths and areas for growth can help you refine your approach and maximise your effectiveness in different work situations.



Your Strengths

- You are reliable and consistent. People trust you to deliver high-quality work and to follow through on commitments.
- You focus on accuracy. You ensure that processes and details are correct, minimising errors and maintaining high standards.
- You create structure. You prefer clear guidelines and ensure that expectations are well-defined.
- You are patient and methodical. You take a thoughtful, steady approach to work, ensuring that tasks are completed with care.
- You foster dependable relationships. You build trust by being consistent, thoughtful, and respectful in your interactions.

Your Limitations

- You may resist sudden changes. You prefer to have time to prepare before adjusting to new situations.
- You can be overly focused on details. At times, you may lose sight of the bigger picture while ensuring everything is perfect.
- You may struggle with assertiveness. You prefer to avoid conflict and may hesitate to push back when necessary.
- You can be overly cautious. You like to ensure things are done right, which may slow down decision-making.
- You may be uncomfortable in highly dynamic environments. Fast-paced or unpredictable settings may feel overwhelming.

Motivators and Stressors

CFT, understanding what drives and energises you, along with what drains or frustrates you, is essential for creating an environment where you can thrive. By recognising these factors, you can take proactive steps to stay focused, engaged, and productive, ultimately helping you perform effectively in various work settings.



What Motivates You

- You're most comfortable when responsibilities are well-defined and processes are structured, with clear expectations in place.
- You thrive in stable environments where routines and systems are reliable and consistent.
- You take pride in producing thorough, high-standard work that reflects attention to detail, focusing on accuracy and quality.
- Recognition for your dependability and steady contribution is highly motivating, and you feel valued for your reliability.
- You prefer interactions that are logical, professional, and measured, over those that are unpredictable or overly reactive.

What Stresses You

- Ambiguity in tasks or direction can create discomfort and hinder your focus when roles or expectations are unclear.
- Abrupt shifts in priorities or plans can be unsettling, especially when there's no time to adjust.
- A lack of structure in disorganised or chaotic environments may feel overwhelming and counterproductive.
- You prefer to evaluate all relevant information before taking action, so pressure to decide quickly can be uncomfortable.
- Tense or emotionally charged interactions can be draining and disruptive, as you find conflict or aggressive communication challenging.

Goals and Fears

CFT, your DISC style shapes how you approach tasks, pursue goals, and handle challenges. Whether your strengths lie in driving results, building relationships, maintaining consistency, or analysing details, your behavioural tendencies guide how you act and decide. At times, concerns such as fear of failure, loss of control, or conflict may affect how you face difficulties. By recognising these patterns, you can better manage stress, adjust your approach, and stay focused on what matters most.



What Drives Your Goals

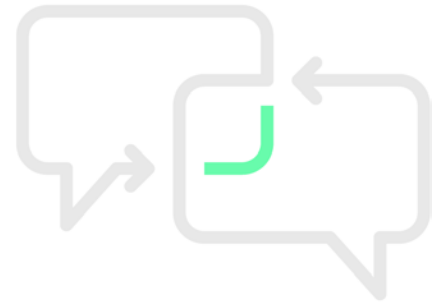
- Ensuring accuracy in your work. You take pride in producing high-quality results.
- Maintaining structure and order. You prefer clear guidelines and predictable routines.
- Being seen as dependable. You value being trusted to deliver on your commitments.
- Creating thoughtful and well-planned solutions. You enjoy solving problems in a methodical and logical way.
- Working in an environment that values precision. You thrive when accuracy and structure are prioritised.

What You Fear Most

- Making mistakes. You hold yourself to high standards and worry about errors.
- Being forced into fast, impulsive decisions. You prefer to take time to ensure accuracy.
- Working in a chaotic environment. Disorganisation and unpredictability can feel overwhelming.
- Confrontation or tension. You prefer harmony and may avoid situations that could lead to conflict.
- Being judged or criticised. You may take feedback personally and fear that it reflects on your competence or worth.

Communication Style

CFT, your DISC style influences how you approach communication, shaping how you interact with others. Whether you are focused on results, building relationships, or ensuring clarity, your approach is tailored to your strengths. While this helps you engage effectively, it may also present challenges when interacting with those who have different communication preferences. Understanding these dynamics can enhance your ability to connect and collaborate with a variety of people.



How You Connect

- You communicate in a calm, measured manner, avoiding impulsivity, which ensures that you are thoughtful in your interactions and avoid rash decisions or misunderstandings.
- You prioritise accuracy and ensure your messages are well-organised, helping others clearly understand your point of view and preventing confusion or misinterpretation.
- You listen attentively and prefer structured, detailed discussions, ensuring you capture the full context and nuances of the conversation before responding.
- You focus on stability and prefer to avoid unnecessary conflict, seeking harmonious interactions and aiming to keep discussions positive and constructive.
- You seek to maintain clear expectations and avoid misunderstandings, ensuring that all parties are on the same page, which minimises confusion and leads to more efficient collaboration.

What to Watch For

- You may be hesitant to speak up quickly, preferring to think before responding, which can sometimes result in missed opportunities for immediate feedback or real-time adjustments in discussions.
- You prefer clear guidelines and may feel uncomfortable with ambiguity, which could lead to frustration when confronted with unclear instructions or lack of direction in conversations.
- You focus on structure but may struggle with fast-changing discussions, as you may require more time to process new, dynamic information that doesn't align with your preference for stability.
- You like predictable interactions and may avoid spontaneous conversations, which might make you seem distant or unresponsive when others expect more fluid, impromptu exchanges.
- You may find it challenging to adapt to rapidly changing environments or urgent situations, especially when quick decisions are needed without the time to carefully consider every option.

Decision Making

CFT, your DISC style shapes your natural approach to decision making. Whether you tend to act quickly, reflect carefully, involve others, or seek consistency, your style influences how you assess situations and make choices. You're likely to feel confident deciding in ways that align with your values and priorities. While your strengths support your effectiveness, being open to different perspectives can help you make more well-rounded decisions and achieve stronger outcomes over time.



How You Make Decisions

- You make decisions cautiously and methodically, ensuring all relevant facts are considered and that every step is thought through in detail.
- You place high importance on minimising errors and risk, choosing options that offer predictability and long-term stability.
- You favour structured, rule-based approaches that offer clarity and reassurance, avoiding actions that might create disorder or uncertainty.
- You make sure that your decisions align with established procedures, standards, or expectations, particularly when consistency is critical.
- You take comfort in logic and accuracy, often cross-referencing data or guidelines before committing to a final course of action.

What to Watch For

- You may overanalyse or delay decisions while trying to ensure complete certainty or avoid making the wrong call.
- You place a premium on predictability and may find it difficult to embrace unfamiliar or less proven approaches, even if they offer innovation.
- You rely heavily on fact-based reasoning, which can occasionally overshadow the emotional or human dynamics involved in group decisions.
- You may miss time-sensitive opportunities while striving for a "perfect" outcome or solution.
- You can become too anchored to process, which might limit your responsiveness in fast-moving or unstructured environments.

Work Environment

CFT, our work environment plays a crucial role in our daily life. Some aspects of our workplace fuel us with energy and keep us motivated, engaged, and ready to take on challenges. On the other hand, certain factors can drain our energy, leaving us feeling exhausted and unmotivated. Understanding what gives us energy and what drains us is key to creating a work environment that fosters both productivity and well-being.



What Fuels You

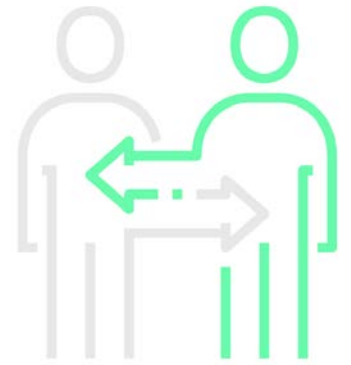
- You feel energised in stable, well-organised environments where expectations are clear and routines are respected.
- You prefer work settings that allow you to focus deeply, complete tasks thoroughly, and deliver dependable results.
- You value a consistent pace and structure, especially when supported by logical processes and respectful communication.
- You enjoy environments where you can plan ahead, avoid surprises, and manage your time with minimal disruption.
- You are motivated by being seen as trustworthy and accurate, especially in teams where your consistency is appreciated.

What Drains You

- You may feel overwhelmed by environments that are chaotic, unpredictable, or lack clear systems for getting things done.
- You are drained when forced to move too quickly without time to analyse, check details, or ensure accuracy.
- You struggle in work cultures that feel emotionally charged, confrontational, or overly spontaneous.
- You lose energy when you're pressured to constantly switch gears or take risks without clear rationale.
- You may feel unmotivated in workplaces that ignore structure, undervalue quality, or dismiss the importance of long-term consistency.

How Others Perceive You

CFT, your DISC style brings unique strengths and potential challenges to approaching tasks, collaborating with others, and navigating the workplace. Your natural behaviours shape how others experience you - whether through your energy, focus, precision, or support. While those around you often value your strengths, they may also be interpreted differently depending on context or communication style. Developing awareness of how you're perceived can help you build stronger relationships, adapt more effectively, and increase your overall impact in diverse work environments.



Perceived Strengths

- You are seen as highly dependable and conscientious, offering a steady and thoughtful presence that promotes trust.
- Others value your strong sense of responsibility, as you take care to follow through and meet expectations with precision.
- You are recognised for being detail-oriented and process-focused, helping ensure consistency and quality in team outcomes.
- You bring a calm, logical approach to problem-solving, often diffusing tension by offering practical solutions.
- You are viewed as respectful, loyal, and careful in your communication, someone who helps maintain harmony and order.

Potential Blindspots

- You may be perceived as overly cautious or hesitant to act, particularly when you don't have complete information or clear guidelines in place.
- Others might see you as reluctant to challenge authority or break from established routines, even when innovation is needed.
- You may avoid conflict or strong disagreement, which-while maintaining harmony-can sometimes result in unresolved tension or a lack of shared understanding.
- Your preference for planning and accuracy might be seen as inflexibility in more dynamic or fast-changing environments.
- You could be viewed as reserved or quiet in group settings, especially when others expect more assertiveness or visibility.

Value to the Team

CFT, your DISC style shapes the way you contribute to a team. Whether it's through the way you approach tasks, interact with others, solve problems, or help maintain focus, your presence makes a difference. You bring qualities that help the team function more effectively, stay aligned, and work toward shared goals. By recognising your strengths and valuing the different approaches around you, you enhance collaboration and contribute to a stronger, more balanced team dynamic.



Strengths You Bring

- You bring a dependable and thoughtful presence to the team, ensuring that work is completed with both care and consistency.
- You provide a calming influence in fast-paced settings, helping others stay grounded while still meeting expectations.
- You take pride in accuracy and precision, helping the team maintain high standards and avoid costly errors.
- You offer quiet leadership through reliability and responsibility, often becoming the person others count on to follow through.
- You create an environment of mutual respect by modelling patience, attentiveness, and careful planning in team efforts.

What to Watch For

- You may hesitate to speak up if your perspective differs from the group, especially if you fear creating tension or conflict.
- You can become too focused on doing things "the right way," which may limit flexibility or innovation in dynamic situations.
- You might delay progress by trying to perfect every detail, even when a quicker decision would suffice.
- You may struggle to assert boundaries when others lean too heavily on your reliability or support.
- You could benefit from becoming more comfortable with ambiguity and trusting your judgement even when the full picture isn't yet clear.

Emotional Intelligence

CFT, Emotional Intelligence (EI) is your ability to recognise, understand, and manage emotions-both your own and those of others. It influences how you communicate, make decisions, and interact with those around you. By developing emotional intelligence, you can gain greater control over your responses, strengthen relationships, and navigate challenges more effectively.



This section of your report explores your Emotional Intelligence across two key areas:

Self-Awareness

Self-awareness is defined as your ability to recognise and understand your emotions, how they shape your behaviour, and how you can use this awareness to make intentional choices. Your level of Self-awareness is assessed through four subtopics.

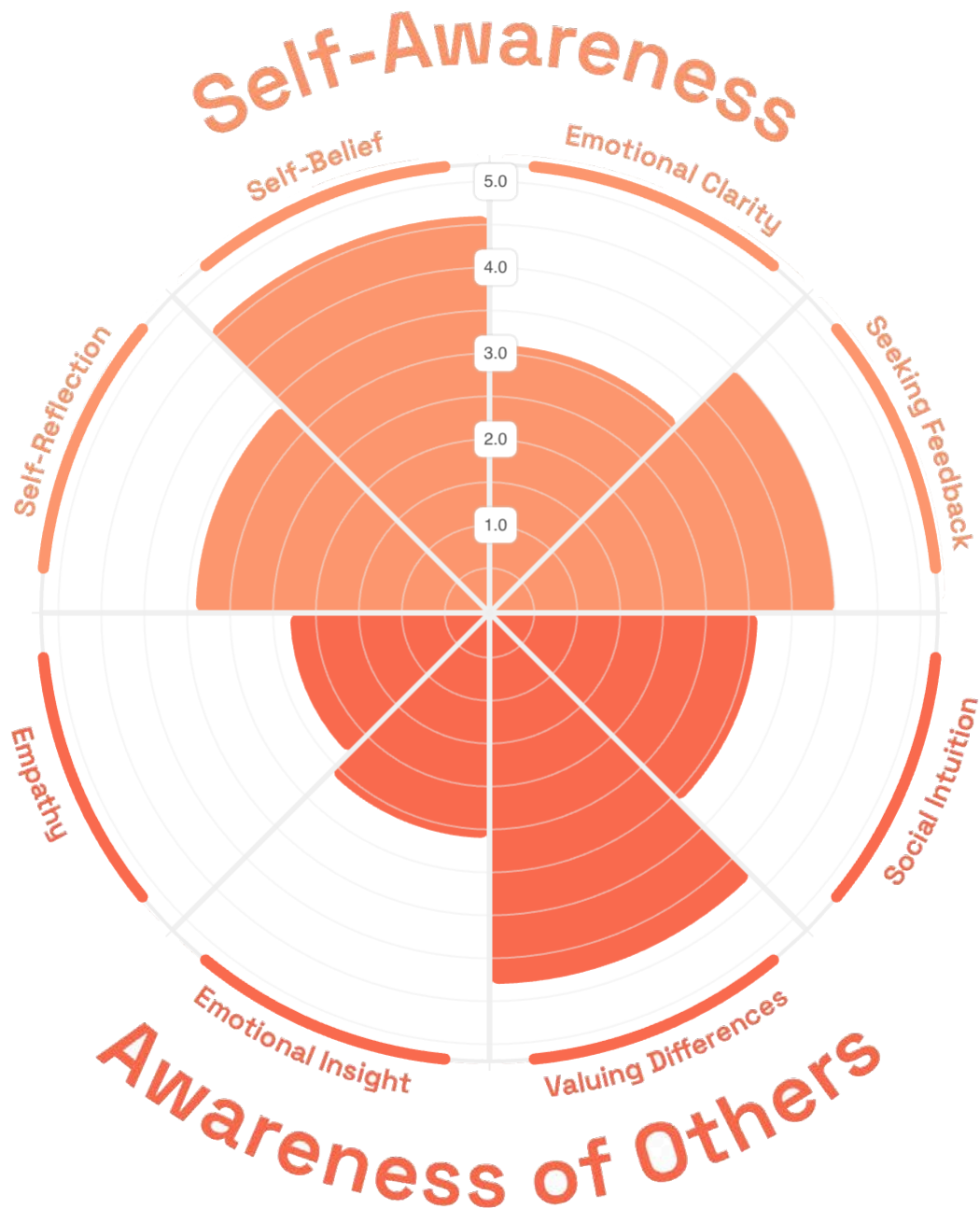
- Self-Reflection: The ability to thoughtfully reflect on your emotions and behaviour.
- Self-Belief: Confidence in your abilities and a positive view of yourself.
- Emotional Clarity: The capacity to clearly understand and articulate your emotional state.
- Seeking Feedback: Openness to others' perspectives and constructive criticism.

Awareness of Others

Awareness of Others is defined as your ability to perceive, interpret, and respond to the emotions and perspectives of those around you, allowing you to build stronger relationships and communicate more effectively. Your level of Awareness of Others is assessed through four subtopics.

- Social Intuition: The ability to sense the emotions and reactions of others in social settings.
- Valuing Differences: Appreciation of diverse perspectives and experiences.
- Identifying Thoughts & Feelings: Recognising the unspoken emotions and thoughts of others.
- Empathy: The capacity to understand and share the feelings of others.

Your Self-Perception in Focus



Understanding Your Emotional Intelligence Scores

Your scores are based on a self-assessment and reflect how you perceive your emotional intelligence across 8 key dimensions, rated on a scale from 1 to 5.

These results are not about comparison; they're about self-awareness. Use them as a starting point to explore your strengths, identify areas for growth, and guide your personal and professional development.

There's no right or wrong—just insight to help you move forward with clarity and purpose.

Self-Awareness

Self-Reflection: Pausing to Learn and Grow



Why This Matters

Self-reflection is the process of intentionally examining your thoughts, emotions, and behaviours to gain deeper self-awareness and improve how you interact with others. In the context of emotional intelligence, self-reflection allows you to pause, assess, and refine your responses rather than simply reacting based on habit or impulse.

How You Tend to Reflect



What This Means for You

CFT, you sometimes reflect on your emotions and actions, particularly when situations don't go as planned. You recognise the value of self-awareness and occasionally take time to think about what worked well and what you could improve. However, your reflection tends to be reactive rather than intentional. You may consider how your behaviour affects others, but you don't always use that awareness to make deliberate changes. While you see the benefits of self-reflection, integrating it more consistently into your routine could help you develop greater emotional intelligence and refine your ability to navigate complex situations.

A Question to Explore

What's one decision you made recently that you might approach differently with more intentional reflection?

One Small Shift to Experiment With

Block 5 minutes at the end of your week to review a moment that felt significant - what did you learn from how you handled it?

Something to Pay Attention To

Being reactive rather than intentional in reflection can limit growth - noticing is the first step to shaping change.

A Thought to Take with You

"Growth begins with paying attention."

Self-Awareness cont...



Self-Belief: Trusting in Your Own Ability

Why This Matters

Self-belief is the level of trust you have in your ability to influence outcomes and handle challenges effectively. It reflects how confident you are in your capacity to navigate situations, solve problems, and persist through difficulties. In the context of emotional intelligence, self-belief plays a crucial role in how you manage emotions, build resilience, and interact with others.

How You Tend to Reflect



What This Means for You

CFT, you have a strong belief in your ability to handle any challenge that comes your way. You embrace new opportunities with confidence, trusting that you have the skills, knowledge, and adaptability to succeed. Setbacks do not discourage you—they serve as learning experiences that make you stronger. You are highly self-reliant and proactive, taking decisive action when needed rather than waiting for direction. You thrive in situations that require problem-solving, persistence, and resilience. No matter the difficulty, you remain focused, motivated, and assured in your ability to achieve your goals. Your high self-efficacy allows you to approach life with a sense of control, purpose, and determination.

A Question to Explore

How do you stay open to learning and feedback without diminishing your self-belief?

One Small Shift to Experiment With

Encourage someone else to trust themselves by sharing how you built your own confidence over time.

Something to Pay Attention To

Strong self-belief is powerful - but be mindful it doesn't slip into self-reliance that shuts out others.

A Thought to Take with You

"Real confidence lifts others with it."

Self-Awareness cont...

Emotional Clarity: Understanding What You Feel and Why



Why This Matters

Emotional clarity is your ability to accurately identify, understand, and articulate your emotions. It is a key aspect of emotional intelligence that allows you to recognise what you are feeling, why you are feeling it, and how those emotions influence your thoughts, behaviours, and overall decision-making in various situations.

How You Tend to Reflect



What This Means for You

CFT, you are somewhat aware of your emotions and can usually identify how you feel, but not always with complete accuracy. In most situations, you can describe your emotional state, but there are times when your feelings seem unclear or conflicting. When something upsets or excites you, you may take a moment to process it, but you don't always explore your emotions deeply. You understand that emotions influence your behaviour, but you may not always connect the dots between what you feel and how you react. Developing stronger emotional clarity could help you manage emotions more intentionally and improve your ability to express yourself with confidence.

A Question to Explore

What helps you get clear about your emotions when they feel mixed or confusing?

One Small Shift to Experiment With

When emotions feel unclear, pause and ask yourself: "What am I feeling? Why might I be feeling this?"

Something to Pay Attention To

Not recognising the root of your emotions can lead to decisions that feel out of sync.

A Thought to Take with You

"Clarity brings choice."

Self-Awareness cont...

Seeking Feedback: Welcoming Insight to Grow



Why This Matters

Seeking feedback reflects your openness to gaining external perspectives that enhance your understanding of your strengths, blind spots, and areas for growth. It is a key component of self-awareness, helping you refine your self-perception and continually develop your skills and behaviours.

How You Tend to Reflect



What This Means for You

CFT, you actively seek feedback from others and see it as an important tool for learning and self-improvement. When working on a task or project, you check in with others to understand how you are doing and where you can improve. You are open to both positive and constructive feedback and try to apply what you learn. Rather than viewing feedback as criticism, you see it as an opportunity to refine your skills and grow. When you receive input, you take the time to reflect on it and adjust your approach when necessary. Your ability to seek and act on feedback helps you become more effective in both personal and professional settings.

A Question to Explore

What's one piece of feedback that shaped your growth - and how could you share that story with others?

One Small Shift to Experiment With

Encourage feedback from someone who doesn't usually give it - open the door with curiosity and gratitude.

Something to Pay Attention To

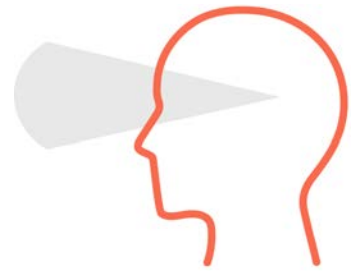
Even well-delivered feedback can be misunderstood - summarise what you heard to check alignment.

A Thought to Take with You

"Welcoming feedback builds trust and drives growth."

Awareness of Others

Social Intuition: Reading What Isn't Said



Why This Matters

Social intuition is your ability to quickly and accurately read social cues, non-verbal signals, and emotional dynamics in different situations. It allows you to sense the mood of a room, pick up unspoken tensions, interpret subtle behavioural shifts, and anticipate how others may feel or respond in the moment or over a period of time.

How You Tend to Reflect



What This Means for You

CFT, you are somewhat aware of social cues and emotional signals, but not consistently. In familiar situations, you can often pick up on the mood of the conversation, but in more complex or emotionally charged interactions, you may struggle to read between the lines. You generally understand when someone is feeling off but may not always be sure how to respond. You can adjust your communication based on social dynamics, but you don't always do so instinctively. Developing greater social intuition could help you recognise unspoken emotions more quickly and respond with greater confidence.

A Question to Explore

What situations make it easier or harder for you to pick up on emotional shifts?

One Small Shift to Experiment With

After your next group discussion, reflect: What emotions did you sense? What clues helped you interpret them?

Something to Pay Attention To

In fast-paced environments, subtle signals are easy to miss - slowing down helps you tune in.

A Thought to Take with You

"Awareness deepens when you pause and observe."

Awareness of Others cont...



Valuing Differences: Welcoming Diverse Perspectives

Why This Matters

Valuing differences is your ability to recognise, respect, and value diverse perspectives, backgrounds, and experiences. It reflects how open-minded and inclusive you are when engaging with others, particularly those who think, communicate, or approach situations differently than you do, fostering a more collaborative and harmonious environment.

How You Tend to Reflect



What This Means for You

CFT, you actively value and respect diverse perspectives, recognising that different experiences and viewpoints contribute to better decision-making and stronger relationships. You are open to learning from people who think differently than you and are willing to adapt your approach when new perspectives provide valuable insights. You make an effort to engage with a variety of people and consider alternative viewpoints before making decisions. Your appreciation for diversity helps you create inclusive environments and build meaningful connections with people from all walks of life.

A Question to Explore

How do you make space for voices that are less often heard in your environment?

One Small Shift to Experiment With

In your next group discussion, invite a perspective you haven't heard yet - and amplify it.

Something to Pay Attention To

Even well-intentioned openness can benefit from proactive inclusion.

A Thought to Take with You

"Valuing difference enriches everyone - not just those who are different."

Awareness of Others cont...

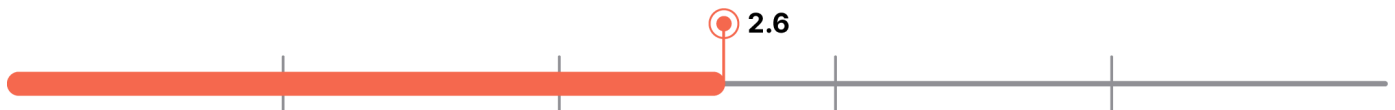
Emotional Insight: Understanding What Others Think & Feel



Why This Matters

Emotional insight is your ability to accurately recognise what others are thinking and feeling, even when it's not said outright. It involves tuning into both verbal and non-verbal cues to understand the emotions, perspectives, motivations, and unspoken concerns of those around you. This awareness helps you respond with greater empathy, strengthen relationships, and navigate complex social dynamics with care and clarity.

How You Tend to Reflect



What This Means for You

CFT, you have a reasonable ability to identify what others are thinking and feeling, but there are times when you are unsure or need clarification. You can usually tell when someone is upset or engaged, but you don't always pick up on the full emotional picture. You may sometimes ask for more context to understand a situation better. Developing this skill further could help you improve your ability to interpret non-verbal cues and deepen your relationships.

A Question to Explore

When someone's tone doesn't match their words, what's your first instinct - to question, clarify, or move on?

One Small Shift to Experiment With

In your next conversation, pause before responding and ask: "Is there anything else you're feeling that we haven't talked about?"

Something to Pay Attention To

Emotion often shows up in silence, hesitation, or shifts in energy - not just in language.

A Thought to Take with You

"Clarity grows when you're willing to ask and observe."

Awareness of Others cont...

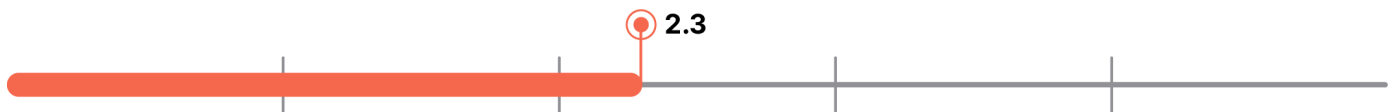


Empathy: Connecting with Care

Why This Matters

Empathy is your ability to put yourself in someone else's shoes, understand their emotions, and respond with care and consideration. It goes beyond simply recognising what others feel. It involves truly understanding and valuing their perspective, offering support, and building deeper connections that foster trust and mutual respect.

How You Tend to Reflect



What This Means for You

CFT, you occasionally recognise when others are struggling emotionally, but you don't always know how to respond or fully understand what they are going through. You prefer to offer solutions rather than emotional support, which can sometimes make you seem less compassionate than you intend. When people share their feelings, you may find it difficult to relate if you haven't had a similar experience. While you care about others, you may not always take the time to explore their emotions deeply. Strengthening your empathy could help you build stronger trust and improve your ability to support those around you.

A Question to Explore

What do you tend to prioritise - fixing the issue or acknowledging the feeling?

One Small Shift to Experiment With

In your next emotional conversation, pause before offering solutions - ask, "Would it help if I just listened for a moment?"

Something to Pay Attention To

Empathy isn't about solving - it's about showing someone they're not alone in how they feel.

A Thought to Take with You

"Support starts with presence, not answers."

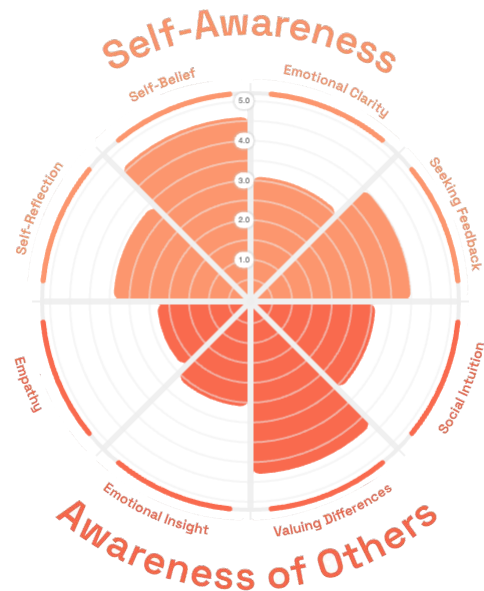
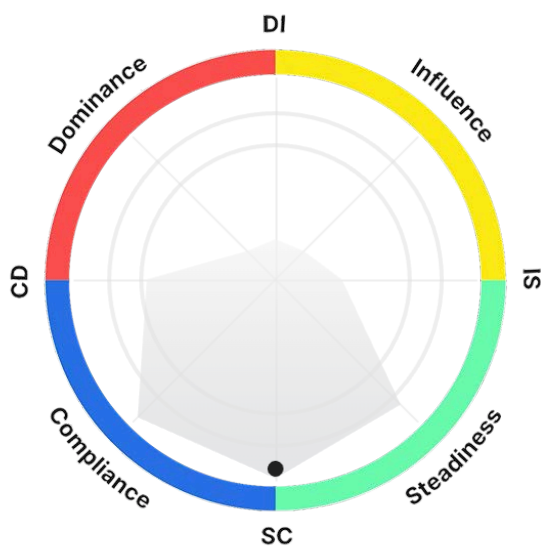
DISC and Emotional Intelligence Combined

CFT, this final section of your report explores the connection between your DISC style and emotional intelligence. Your DISC style reflects how you naturally behave; emotional intelligence reveals how well you understand and manage those behaviours in everyday life.

This section goes deeper, helping you uncover how you think, feel, and connect with others. Emotional intelligence is key to personal growth. It shapes how you handle challenges, adapt to change, and build meaningful relationships.

By linking your DISC style with emotional intelligence, you'll gain clarity on your strengths and where there's room to grow. Use these insights to become more intentional in how you show up—more aware, more adaptable, and more in control of your responses.

Remember, emotional intelligence isn't fixed, it can be strengthened at any point in life. See this as an opportunity to grow your self-awareness, improve relationships, and move forward with greater confidence. The section is organised into eight topics, each combining your DISC style with your levels of Self-Awareness (SA) and Awareness of Others (AoO), designed to support your personal development journey.



Balancing Strengths and Challenges

Your consistent, thoughtful way of working makes you someone people can rely on to deliver. You value processes that are predictable and appreciate having clarity in your work environment. You're also increasingly able to sense when something feels off for you or when a shift disrupts your rhythm, but you might not always notice how those around you are experiencing the same event.



Picture a workplace where a new policy is introduced with little notice. You might quickly recognise your own discomfort and take steps to adapt, but miss signs that others are reacting differently. It's easy to feel frustrated when colleagues don't follow procedures or seem scattered, seeing it as carelessness rather than a sign of confusion or stress. In these moments, retreating into your own routine can feel safer, focusing on completing tasks carefully and staying in your comfort zone. But when you disengage from team dynamics, misunderstandings can grow. You might assume others don't share your standards, even when they're simply adjusting in their own way.

Your structure and patience are valuable assets. Making time to check in with teammates, even informally, can bridge potential gaps. When your dependable nature is paired with curiosity about others' experiences, collaboration becomes much more effective.



Self-Reflection: Take a few moments to consider the following.

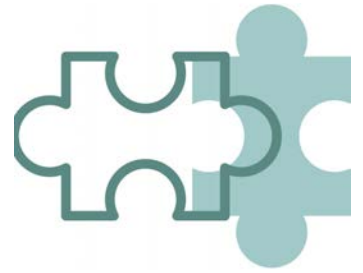
1. What strengths do I naturally bring to this area, and how do they contribute to my success?
2. When might those same strengths become overused or create blind spots?
3. How do I typically respond when things aren't going well, do I double down, back off, or something else?
4. What feedback have I received (or noticed) that suggests an opportunity for better balance?
5. What's one adjustment I could experiment with to stretch beyond my comfort zone?



Your Journal: Whatever comes to mind, big or small, is worth capturing here.

Adapting Your Style for Greater Impact

When faced with change or unfamiliar working styles, you often sense an inner discomfort, even if you're not immediately sure why. You're someone who values consistency, order, and having clear expectations in place. This understanding helps you prepare thoroughly and deliver reliably. However, when others act more spontaneously or shift direction quickly, it can catch you off guard and create frustration that's hard to voice.



Imagine being in a meeting where priorities are suddenly rearranged and someone proposes a new course of action on the spot. Internally, you may feel hesitant or resistant but choose to keep those reactions to yourself. You might continue with the new plan, but a lingering sense of uncertainty could slow your engagement or lower your confidence. Because your attention often stays focused on your own tasks and maintaining your standards, you may miss how others are interpreting or responding to the same situation.

Improving how you connect with colleagues starts with tuning in to their behaviour. Learning to recognise different working styles, and the reasons behind them, can ease tension and help you adapt. That way, you stay true to your careful, grounded approach while building stronger bridges across varied work preferences.



Self-Reflection: Take a few moments to consider the following.

1. How would I describe my default communication or work style in a team setting?
2. In what situations or with which people do I find it harder to stay flexible?
3. What signals tell me that my approach isn't landing as intended?
4. Can I recall a time when adapting my style led to a better outcome? What did I do?
5. What's one small shift I could make to better connect with others who approach things differently?



Your Journal: Whatever comes to mind, big or small, is worth capturing here.

Responding Thoughtfully Under Pressure

You have a clear sense of how you respond under pressure and tend to approach decisions with measured thought. You're likely to pause, reflect, and prioritise accuracy before acting. However, you may not always register how others are experiencing your decision-making process, particularly in group settings.



Imagine walking a team through a complex task. You may feel calm and in control, taking time to ensure each step is clearly thought out. Meanwhile, others might be feeling lost, disconnected, or impatient, but you may not realise this in the moment. Because your focus is internal, your external impact can go unnoticed. This isn't due to a lack of care, it simply reflects your priority on precision over emotional tone. Inviting others to share how they're experiencing a decision, through quick check-ins or open-ended questions, can help build alignment.

These small adjustments don't dilute your structure; they strengthen it by including perspectives that may otherwise go unheard. When your calm, reliable approach is matched with outward awareness, your decisions can land with greater clarity, inclusion, and confidence.



Self-Reflection: Take a few moments to consider the following.

1. How do I tend to react when stress or urgency ramps up?
2. What internal or external cues tell me I'm beginning to feel pressure?
3. How does pressure affect my decision-making, tone, or behaviour?
4. What strategies or habits help me stay grounded and clear-headed in tense moments?
5. What's one thing I can practice to improve how I show up when the stakes are high?



Your Journal: Whatever comes to mind, big or small, is worth capturing here.

Communicating in a Way Others Can Hear

You generally know how you communicate best, through structure, thoughtfulness, and careful pacing. You tend to reflect on your timing and delivery, especially when conversations feel important. However, you may not always notice how others are engaging emotionally, or how your style is landing with different audiences. This can limit the effectiveness of otherwise well-crafted messages.



Picture a colleague asking a quick question in passing. Your instinct might be to pause, structure your answer, and respond with precision, without realising they were expecting a faster, more conversational exchange. Or during a group call, your focus on accuracy might cause you to correct a detail, unintentionally deflating someone's idea.

You don't need to abandon your style to improve communication. Instead, consider small moments where a lighter tone or faster response might build rapport more effectively. A brief check-in like, "Does that make sense?" or "Would you like to explore that more informally?" can go a long way. When paired with your natural consistency, these cues help ensure your message connects with both the task and the people involved.



Self-Reflection: Take a few moments to consider the following.

1. What helps me feel heard and understood in conversations, and do I offer the same to others?
2. How do I check that my message is clear and inclusive, not just delivered?
3. When might my style unintentionally shut down discussion or ideas?
4. What kinds of communication seem to foster the most engagement and trust around me?
5. What's one way I could invite more contribution and psychological safety in conversations?



Your Journal: Whatever comes to mind, big or small, is worth capturing here.

Navigating Conflict with Clarity and Care

You've developed a strong understanding of how you operate best, through structure, consistency, and clarity. When pressure rises, such as when someone alters an agreed process, your instinct is to double down on standards. While this maintains quality, it may unintentionally create distance from others who work more flexibly or emotionally.



In tense situations, such as heated discussions about differing approaches, you may become quieter, focusing on restoring order through task completion. You're not disengaging, you're managing the situation through control. Yet this can leave others unsure of your stance or unclear on whether you're available to support them. When it comes to workplace relationships, you likely trust and collaborate best with familiar colleagues, reaching out to others only when necessary.

Enhancing rapport doesn't mean changing your natural preferences, it could be as simple as recognising a peer's effort or asking how they're managing a high-pressure task. These small acknowledgements preserve your sense of structure while helping others feel seen and supported.



Self-Reflection: Take a few moments to consider the following.

1. How do I usually approach disagreement, avoid it, meet it head-on, or something in between?
2. What impact does my conflict style have on trust, outcomes, and team dynamics?
3. When have I handled a disagreement well? What made that possible?
4. What fears or assumptions might shape how I show up during conflict?
5. What's one way I could bring more clarity or care to difficult conversations?



Your Journal: Whatever comes to mind, big or small, is worth capturing here.

Bringing Others Along with Your Ideas

You are clear on what helps you perform at your best: consistency, structure, and careful planning. You take pride in delivering high-quality work and tend to feel confident when tasks follow a familiar process. In group settings, however, you may not always register how your approach affects others, especially when they are seeking more flexibility or spontaneity.



If a project shifts direction unexpectedly, your focus may stay on ensuring accuracy, even as others begin to show signs of confusion or frustration. Because you are confident in your method, it might not occur to you that colleagues are waiting for encouragement, input, or a different perspective. You're committed to doing things right, but without noticing how others are responding, you may miss opportunities to lead or collaborate more dynamically.

You may avoid group tension by doubling down on your own work, rather than engaging with the broader team dynamic. But stepping in with a question, clarification, or even a calm suggestion could help align everyone more effectively. Your reliability is a strength, when you balance that with more awareness of team needs, you'll increase your impact and make collaboration more rewarding for all involved.



Self-Reflection: Take a few moments to consider the following.

1. How do I usually share ideas, do I invite input early or present fully formed solutions?
2. What helps others feel included and invested in shared goals?
3. When have I seen buy-in happen naturally, and what contributed to it?
4. What might make someone hesitant to engage with my ideas or suggestions?
5. What's one way I could better co-create momentum with others?



Your Journal: Whatever comes to mind, big or small, is worth capturing here.

Staying Open to Growth and Feedback

You likely have a clear understanding of your strengths, such as your consistent attention to detail and your ability to bring order and structure to your tasks. You recognise that you perform best in environments that are predictable and well-defined, and you often focus on refining your personal systems or becoming more efficient. However, with less focus on how your behaviour influences others, you may struggle to see how changes or your work style affect those around you.



For instance, you might meet all deadlines precisely but not notice when others are stressed by a shifting priority or a process adjustment. To grow more fully, you need to expand your attention beyond your own work. Being more mindful of how teammates experience change helps you build stronger relationships and respond more effectively in dynamic situations. Your ability to focus and execute well is a major strength, but when you also recognise how others are impacted, your influence becomes far more effective.

While your ability to maintain structure is valuable, developing a wider lens allows you to better anticipate team needs and build collaborative resilience. Self-development here means moving from a task-centric focus to a broader view that includes your impact on others, especially in situations where adaptation is required for shared success.



Self-Reflection: Take a few moments to consider the following.

1. How do I typically respond, internally and externally, when I receive feedback?
2. What helps me stay curious and open, even when the message is hard to hear?
3. When has feedback helped me grow in ways I didn't expect?
4. What might prevent me from seeking or using feedback more effectively?
5. What's one practice I could adopt to use feedback as a tool for development?



Your Journal: Whatever comes to mind, big or small, is worth capturing here.

Setting Goals That Motivate and Last

You approach goals with care and consistency, paying attention to detail and ensuring that you meet your own standards. You recognise your strengths and know how to set achievable goals, which gives you a sense of direction.



However, when working with others, you may overlook the emotional impact your actions have on them. You focus on your own progress and work hard to stay on track, but you may miss when someone else is under pressure or in need of support. For instance, while meeting a deadline, you might not notice that a teammate is falling behind or feeling isolated. This lack of connection can slow down team progress or create unnecessary tension.

By developing a better understanding of how others are feeling and learning to read subtle cues, you'll become more effective in group settings. Recognising that your goals are often tied to team success will help you contribute more meaningfully and work more collaboratively. The more you integrate empathy into your work, the more positive and cohesive your team dynamics will become, creating lasting results.



Self-Reflection: Take a few moments to consider the following.

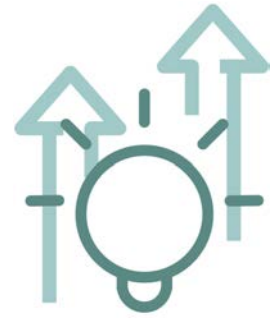
1. What kinds of goals energise me, and which tend to fade over time?
2. How do I balance ambition with adaptability when things shift?
3. What supports my motivation and commitment over the long haul?
4. When have I felt proud of progress, regardless of outcome? Why?
5. What's one way I could design goals that are both meaningful and sustainable?



Your Journal: Whatever comes to mind, big or small, is worth capturing here.

It's Time to Turn Insight into Action

CFT, your natural strengths are a big part of what makes you effective-but even strengths can become blind spots, especially in fast-paced or high-pressure situations. When we're under stress, it's easy to lean into what's comfortable, even if it doesn't always land well with others.



The following tips are designed to help you balance your strengths with greater self-awareness and empathy-so you can achieve results and build stronger relationships along the way. Let's take what you've learned and put it into practice.

1. Start Considering How Others Receive Your Messages

You know what you need-now ask, "Am I being clear without sounding closed off?" Awareness improves communication.

2. Ask for Input Instead of Refining Alone

You prefer working things through solo-but say, "Would you like to weigh in before I finalise this?" Collaboration leads to better outcomes.

3. Watch for Perfectionism in Group Settings

You like things done right-but ask, "Is this good enough to move forward?" Momentum often matters more than detail.

4. Set Boundaries Without Feeling Like You're Letting People Down

You want to be dependable-but say, "I can support, but only within these limits." Boundaries ensure consistency.

5. Notice When It's Time to Let Things Go

You hold on for certainty-but say, "I think this is ready to move on." Letting go builds efficiency and trust.

Moving forward with Discflow®

Keeping your results in mind CFT, write down any actions or behaviours which you think you should:

KEEP DOING



STOP DOING



START DOING

