How to Read and Interpret Your eGraph
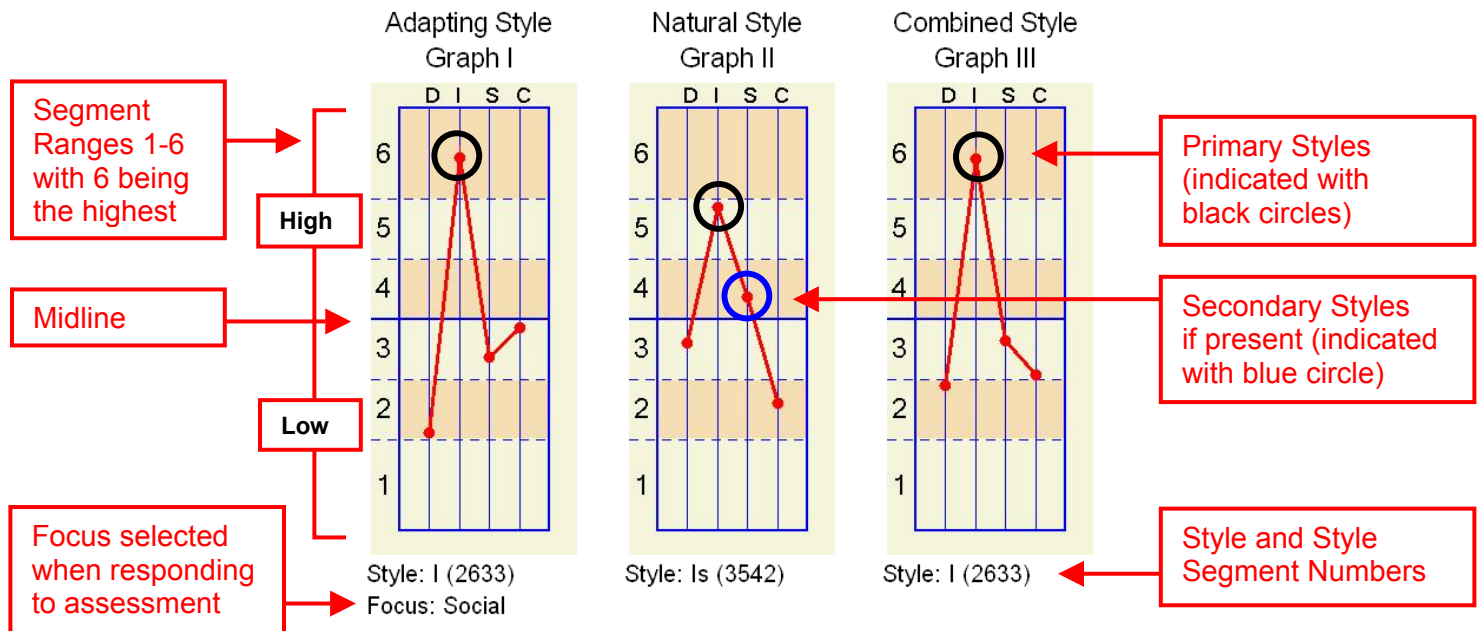
Below is a sample set of graphs to explain the various aspects of interpreting your eGraph results.

Segment Ranges 1-6 with 6 being the highest

Midline

Focus selected when responding to assessment

Primary Styles (indicated with black circles)

Secondary Styles if present (indicated with blue circle)

Style and Style Segment Numbers

Adapting Style Graph I — Style: I (2633) Focus: Social

Natural Style Graph II — Style: Is (3542)

Combined Style Graph III — Style: I (2633)

The Style is indicated by the highest plotting point(s) above the midline (Segments 4-6). These are shown in the above example circled in black. It will be indicated by a capital letter in the style description. A person may have more than one plot point above the midline. If this is the case and the second (or third) plot point is of a lesser intensity, it will be indicated by a lowercase letter in the style description. It is often referred to as a secondary style and shown on the above example circled in blue. Some people may or may not have secondary styles. The style numbers represent your segment numbers in DISC order.

Graph I is the Adapting Style. It is a ones perception of the behavioral tendencies they think they should use in their selected focus (work, social or family). This graph may change in different environments. For example, if someone responded to the assessment with a work focus, their Adapting Style may be different than if they responded with a family focus as a parent. In the sample graph above, the person took a social focus. They view this environment as requiring "High I" behavioral tendencies. Their style is "I" and their style numbers are "2633."

Graph II is a self-perception of the "real you" – one's Natural Style. These are also behaviors one is most likely to exhibit when in stressful and frustrating situations. This graph tends to be fairly consistent even in different environments. In the sample Graph II above, the person's perception of their Natural Style is that of "High I" behavioral tendencies with "Secondary S" tendencies. Their style for Graph II is "Is" and their style numbers are "3542."

Graph III helps us to understand the overall relationship between Graphs I and II by providing a combination of the results from both graphs. This is especially helpful when Graphs I and II vary substantially from each other. As a result, Graph III helps illuminate the predominant style traits that emerge. In that situation, its purpose is to combine the differences between Graphs I and II. When Graphs I and II are similar, there will not be substantial change in Graph III.

If Graphs I and II are similar, it means that you tend to use your same natural behaviors in the focus you selected. If your Adapting Style (Graph I) is different from your Natural Style (Graph II), this may cause stress if done over a long period of time. You are then using behaviors that are not as comfortable or natural for you. In that case, Graph III serves to confirm the information in Graphs I and II. In the sample above, this person has similar Graphs I and II and this is reflected in Graph III.