Style Insight Map Information

The DISC graph, or graphic profile, has been the traditional way to visually represent an individual's results. However, since the very beginning of four quadrant behavioural models, people have explored better ways to present this information. Hippocrates, in 500 BC, described the four 'humours' to represent the four distinct channels of energy in which humans direct their behaviour.

Walter V. Clarke, the developer of the first DISC assessment survey and a student of William Moulton Marston, described the mathematical relationship between the four distinct DISC factors (or vectors as he called them). Clarke's work demonstrated that mathematical principles could be applied to map the correlation between any two DISC graphs. The result was a three dimensional sphere which Clarke called the Pattern Universe. By using the Pattern Universe and corresponding correlations the degree of fit between any two graphs may be determined. This model allows us to calculate the fit between a person's Primary Style and Adjusted Style or the fit between two or more individuals style.

The Style Map was developed using the mathematical concepts of Clarke's Pattern Universe. The Style Map presents the relationship between different DISC graphs in a visual format to enhance the understanding and learning of Proception2 users.

The 60 most common DISC graphs have been plotted in the Style Map. The foundation of the Style Map is the four DISC quadrants. Eight style types are then represented around the outside of the Style Map (Assertive, Motivator, Influencer, Helper, Co-operator, Coordinator, Evaluator and Creative).

Assertive	(Core D)
Motivator	(Core D - I)
Influencer	(Core I)
Helper	(Core I - S)
Co-operator	(Core S)
Coordinator	(Core S - C)
Evaluator	(Core C)
Creative	(Core D - C)

The 60 most common DISC graphs are then presented within the Style Map. The Style Map also shows the correlation of all 60 plot points to each other. For simplicity a Red - Yellow - Green key is used to show the correlation of fit between any two DISC graphs.
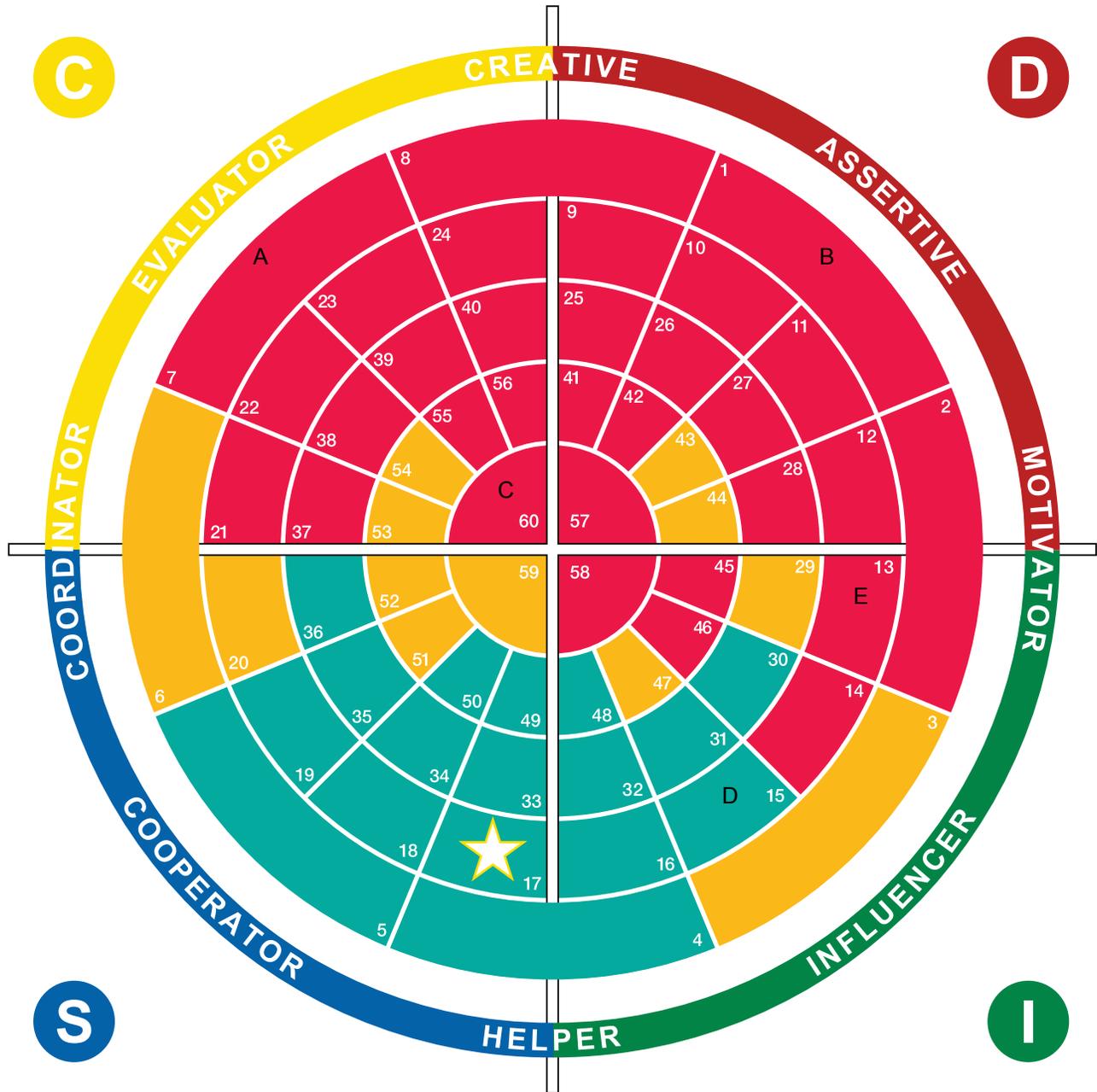
Red = Poor fit (correlation is -1.0 to -.01)
Yellow = Fair fit (correlation is 0.0 to +.33)
Green = Good fit (correlation is +.34 to +1.0)

This allows managers, supervisors, coaches, trainers and team members to visually see how the various styles will work, relate and communicate with one another. It can set the stage for improved communication, work relationships and productivity.

If another team member or individual is in the person's green zone when their Style Insights Maps are compared, this would be considered a green light or good fit. It the team member or individual is in the person's yellow zone when their Style Insight Maps are compared, this would be considered a yellow light or fair fit. And if another team member or individual is in the person's red zone when their Style Insight Maps are compared, this would be considered a red zone or poor fit.

STYLE MAP

PROCEPTION2
DISCovering Your Style

C

D

CREATIVE

ASSERTIVE

EVALUATOR

MOTIVATOR

COORDINATOR

INFLUENCER

COOPERATOR

HELPER

S

I

A = John H: 7
B = Brent R: 1
C = Adrian M: 60
D = Tony P: 15
* = Ed S: 17
E = Carly B: 13

INSIGHTS MAP
Graph Represents Plot #17