

DISC Report

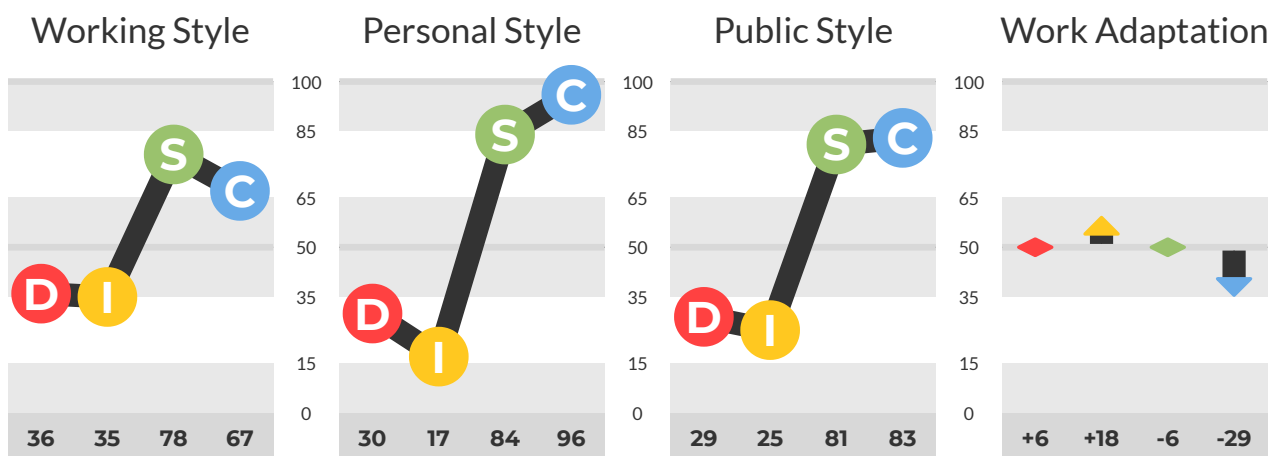
Accountant Sample

20 September 2021

Profile completed on 18 December 2020

This report can assist in the process of providing a balanced approach to career guidance and selection, personal development and coaching.

Use it in conjunction with due consideration of individual aptitude, experience, skills and interests.



About these graphs

The Working, Personal and Public Style graphs describe Accountant's likely behaviour in different situations. The Work Adaptation graph specifically describes how Accountant seems to be adapting her behaviour when working.

Working Style

Accountant's behaviour at work.

At work Accountant prefers clear structure with well-defined procedures and a sound understanding of what is expected of her. She is applying a steady focussed approach to her work and prefers to get on with the job with as few distractions as possible.

Personal Style

Accountant's natural behaviour and her likely behaviour under pressure.

Accountant has a steady, even approach, and thus she will prefer to work in a relatively pressure-free and predictable role, where improvisation and urgent actions are rarely needed. Because she works best when given time to consider a project carefully, and examine all possible contingencies, Accountant will perform best if deadlines and other time constraints are kept to a minimum. She enjoys interacting with others, once she has had time to build a sense of familiarity with them.

Public Style

Accountant's behaviour in public and in other non-work environments.

Accountant is likely to have a very orderly and thoughtful nature making her considerate, patient and systematic. Her basic approach to life is somewhat indirect so that she will tend not to be pro-active, but rather to react to events as they develop. Because of this underlying approach, Accountant has an aversion to risk, and will rarely act if the outcome of a situation is in any doubt.

People with a style like this will normally prefer to work solidly behind the scenes than take centre stage, and Accountant can consequently be expected to avoid the focused attention of others. She has an organised and methodical style and a conscientious approach to her work.

Work Adaptation

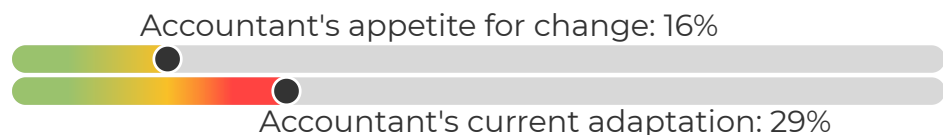
How Accountant is adapting her behaviour to meet the demands of her work.

In order to meet the behavioural requirements of her current working environment, Accountant's behaviour at work seems to be more outgoing and expressive than usual. Although not profoundly so, Accountant appears to be modifying her behaviour in order to be more persuasive.

Appetite for Change

How Accountant is meeting the demands for change placed on her at work.

Accountant's appetite for change reflects her capacity to adapt her behaviour to meet external demands. The chart below shows Accountant's overall appetite for change and the most significant adaptation that Accountant is making to her behaviour in the workplace.



Accountant appears to be significantly adapting her natural behaviour to meet the demands of her work environment. This degree of adaptation is outside of Accountant's comfortable appetite for change, and Accountant is likely to experience tension in maintaining this style over time.

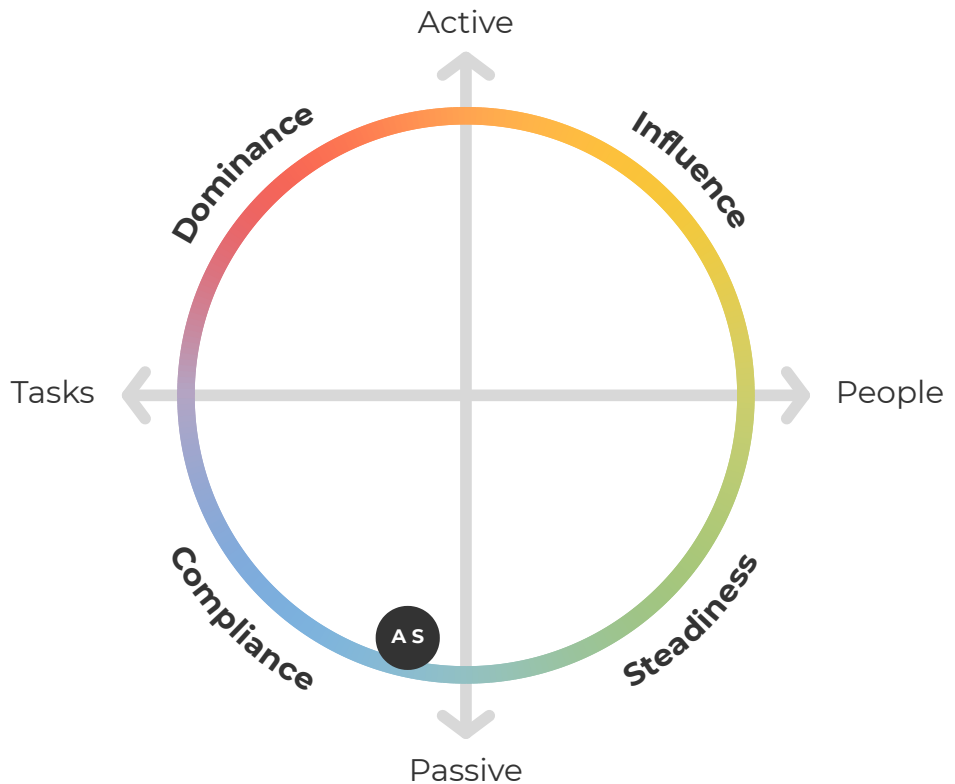
It is likely that Accountant's behavioural adaptation at work is mainly because she is being required to act in a less structured manner than comes naturally, while accepting less focus on detail.

Accountant's essential behavioural style, taking into account all of her behavioural traits evident in her Personal Style.

Essential Style

The **Essential Style** chart reflects all of the traits in Accountant's Personal Style, and gives an overall impression of her behaviour.

Accountant is displaying the **steady analyser** behavioural style.



AS Accountant Sample's position on the essential style chart

Preferences for work

All about	Policy
Avoids	Uncertainty
Motivated by	Rules
Communication style	Exact
Management style	Procedural
Asks	"Why" and "How"

Key Traits

Predictable Dependable Patient Thorough Persistent Accurate Loyal
Factual

Response to Pressure

Accountant may not react well to pressure. She tends to prefer to work in secure and relatively predictable conditions. She is likely to find unplanned occurrences, risks or urgent demands difficult for to adapt to. Accountant lacks the more direct aspect seen in more pro-active styles, and so will tend to lack the ability to deal effectively with strong pressure, and will in general depend on others to help her overcome or evade it.

Observable Strengths

- Likely to be a team player.
- Sees tasks in terms of structured, co-ordinated solutions
- Will be receptive to contribution from others.
- Tends to comply with directions
- Prefers to work within structured, defined parameters.

Observable Limitations

- Inclined to be too reliant on others for support.
- May be unwilling to act independently
- Likely to be resistant to change

Communication Style

Accountant thinks carefully before acting, and this also applies in interpersonal relations - she will rarely make a statement without giving due consideration to its accuracy and effects. She prefers to have time to think about her responses and comments, tending not to communicate in an active way, especially in situations where she feels unsure about her role. Despite this reserved communication style, Accountant does value personal contact with others. In familiar situations, or those where she feels comfortable expressing her views, her communication style can be expected to be rather more open.

Relationship Dynamics

- Might appear to be a rather self-contained individual.
- Tends not to easily build close relationships with colleagues.
- Likes to develop an effective understanding of her work colleagues.
- Is prepared to make sacrifices for the sake of other people.
- Likely to be apprehensive when meeting new individuals for the first time.
- Dislikes conflict or confrontation, and will avoid these in working relationships.

Planning Style

Having an organised and structured approach to life, Accountant is not only an effective planner in her own right, but her more accepting and cooperative side means that she will normally be ready to comply with the plans of others. Accountant's natural precision, coupled with her patient, steady style, means that she is able to concentrate to produce detailed long-term plans.

Decision-Making Style

Accountant will tend to see decision making as an extension of the planning process, requiring the same skills of patient analysis and research. From this it will be clear that she is not suited to making immediate decisions based on an instinctive appraisal of a situation. Instead, she will want to examine all possible courses of action and their possible effects, taking as long to do this as necessary. If Accountant is forced to make a rapid decision, she will most likely choose a course of action that brings the least risk, and leaves the greatest scope for later revision.

How to Manage

Accountant is suited to close and detailed work, but rather lacks the confidence and assertiveness to handle difficult problems or stressful situations, and this is something that should be taken into account by her manager. She will rely to a great extent on the practical support of management, and must feel that she can refer problems or decisions to her manager if she is to be able to operate effectively.

Suitability for Management

Accountant's rather passive approach means that, in general, she will not find it easy to adapt to management roles. She is relatively lacking in both assertiveness and social confidence, which will necessarily reduce her effectiveness. Exerting authority or control over members of her team will be rather difficult for Accountant, and she will use a style which relies on co-operation and a general sense of teamwork. The effectiveness of this approach will depend on the make-up of the team - if it contains competitive individuals, for example, it may be difficult for Accountant to maintain her position.

Notwithstanding, Accountant does appear to possess certain abilities that can be exploited in a management position. She is an organised and cautious individual, who focuses on planning ahead and considering consequences. She is also open and sympathetic to others, and can build solid relationships with

the team under the right circumstances. These circumstances will need to be positive and relatively pressure-free, however, as her management style may not function well in more urgent situations.

Accountant's key management strengths:

- Natural reticence means that she can be perceived as unresponsive to the needs of her team.
- She will do what she can to be sure of the consequences before reaching a conclusion.
- She is ready to accede to the needs of others if she can.
- She is concerned about how her decisions will be perceived by others, including her team.
- She will tend to manage more effectively in a predictable environment, relatively free of unplanned events.

Suitability for Service

Accountant can be expected to work quite efficiently and reliably in a service role, and her affinity with the more technical aspects of work means that she will be particularly suited to a support role, especially in a technical sense. In either of these positions, Accountant's natural preference for procedure can be expected to be evident; she prefers to follow regulations and policies carefully, to the extent that she might find it quite difficult to work in circumstances that aren't clearly defined in these terms. In terms of interacting with customers, she will typically be patient and polite, however her naturally passive and hesitant style may be seen as unresponsive by some.

Accountant's key service strengths:

- Has a sympathetic element to her style.
- Customers might perceive her as passive.
- Will try to ensure she has a clear idea of a customer's needs before acting.
- Has an obliging nature that will adapt well to a typical service situation.
- Is careful to present accurate information, and concentrate on the details of a customer's requirements.
- Will be most comfortable working in a situation where customers' needs tend to follow a predictable pattern.

Suitability for Sales

Accountant has a fairly passive style and as such may find sales a challenging area to work in. She will tend not to take the initiative, and may feel uncomfortable if she needs to rely on her own resources. Accountant's profile suggests that she would not be particularly effective in the more direct areas of sales work, however she may be more suited to other sales areas, in particular the more regimented and predictable field of cold calling, but even here her discomfort with rejection could be a disadvantage.

Accountant's key sales strengths:

- Will prefer to take time to assimilate and understand a sales situation.
- Likes to have a clear understanding of what to expect in particular sales circumstances.
- Is prepared to make concessions in order to help win a sale.
- Might become nervous or apprehensive in a sales situation.
- Will approach a sales situation in a calm, considered manner.

Suitability for Technical Work

Accountant has a style that could be considered the classical ideal for technical work - patient, accurate, rule-oriented and interested in quality and detail. She works well in situations where she clearly understands what is required of her, and how to achieve it. This means that she can be expected to research and develop her own abilities, but also that a manager will need to ensure that her requirements are stated clearly and explicitly. Caution and care are synonymous with Accountant's style and she will be rather more concerned with achieving a level of quality in her work than with meeting deadlines.

Accountant's key technical strengths:

- Will tend not to respond immediately to developing situations.
- Will spend time to evaluate situations as they arise.
- Preference for certainty about a situation gives her a cautious and analytical approach to technical matters.
- Is prepared to cooperate with others within a team to produce effective results.
- Is naturally cautious, and will want to take time to check her work.
- Will tend to prefer a relatively predictable, controllable working environment.

A summary of the top 50 job matches for Accountant.

Selected from these categories:

- Administration
- Animal Husbandry
- Architecture & Design
- Communications
- Consulting/Coaching
- Customer Service
- Engineering
- Executive
- Finance
- General
- Health Care
- Hospitality
- Human Resources
- Information Systems
- Learning and Development
- Logistics
- Management
- Manufacturing
- Precision Recruitment
- Professional
- Recruitment and Selection
- Retail
- Sales & Marketing
- Supervisory
- Technical
- Tourism
- Trades

Suitable jobs (top 50)

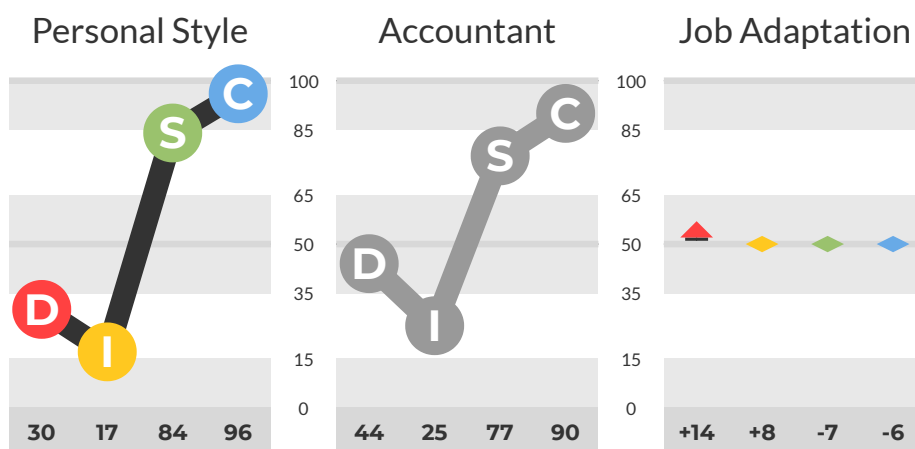
	Job	Category	Match
1	Architect	Technical	94%
2	Electrician	Trades	92%
3	Line Haul Driver	Logistics	92%
4	Paraplanner	Finance	92%
5	Accounts Payable	Finance	92%
6	Delivery Driver	Logistics	92%
7	Scientist	Professional	91%
8	Mechanical Engineer	Engineering	91%
9	Network Administrator	Information Systems	91%
10	Mechatronics Engineer	Engineering	91%
11	Accountant	Finance	91%
12	Estimator	Trades	91%
13	Despatch Clerk	Administration	90%
14	Clerical role	Administration	90%
15	Typist	Administration	89%
16	Specialist Lecturer	Learning and Development	88%
17	Draughtsperson	Technical	88%
18	Security Officer	General	88%
19	Trainee Accountant	Administration	88%
20	Computer Programmer	Information Systems	88%
21	Personal Coach	Consulting/Coaching	88%
22	Doctor of Medicine (GP)	Health Care	88%
23	Psychologist - Stereotypical	Precision Recruitment	88%
24	Psychologist - Stereotypical	Health Care	88%
25	Marketing Administrator	Sales & Marketing	88%
26	Sales & Marketing Coordinator	Sales & Marketing	88%
27	Credit Controller	Administration	88%
28	Warehouse Storeman	Trades	87%
29	Senior Accountant	Finance	87%
30	Environmental Scientist	Animal Husbandry	87%
31	Administrative Officer	Administration	87%
32	Office Administrator	Administration	87%
33	Payroll Officer	Finance	87%
34	Recruitment Officer	Recruitment and Selection	87%
35	Quantity Surveyor	Engineering	86%
36	Plumber	Trades	86%
37	Purchasing Officer	Finance	86%
38	Computer Service Engineer	Information Systems	86%
39	Engineer	Engineering	86%

	Job	Category	Match
40	Engagement Team Leader	Customer Service	86%
41	Actuarial Specialist	Finance	86%
42	Psychologist - Developmental	Precision Recruitment	86%
43	Sales Spt Assistant	Sales & Marketing	86%
44	Psychologist - Developmental	Health Care	86%
45	Account Manager - Recruitment	Recruitment and Selection	86%
46	Bookkeeper	Finance	86%
47	Receptionist Clerical	Administration	85%
48	HR Administrator	Administration	84%
49	Hospitality Manager	Hospitality	84%
50	Veterinarian	Animal Husbandry	84%

Job Match: Accountant

Category: Finance

Match: 91%



About this role

This role requires an individual who is able to conduct their work in an efficient manner, focussing on the practical side of the role and approaching problems in a professional and objective manner.

This is a role that requires the type of individual who prefers time to prepare and think before acting; weighing up the pros and cons before making any final decisions. Specifically requiring a thoughtful and steady type, who plans before speaking and or doing. This role requires someone who is a team player who is able to work well in a group-oriented situation. They should have the interest of the team at heart rather than their own personal gratification and should be happy to be a member of the team rather than leading it. In some circumstances such individuals are likely to specialise in the particular

discipline and if they lead the team it would be because of their specialist skills rather than their preferred status.

Generally, this role requires a person who is content to work in a supportive capacity where the procedures are established and need to be adhered to. The role is fairly structured and the person needs to be comfortable following a procedure rigorously and needs to be fussy about detail and getting the job done completely. This is the type of role where there is likely to be little or no change and the person needs to be disposed to working in a stable environment with little need to adapt and the routine of doing the same job over a period of time. Perseverance and loyalty to both the organisation and work colleagues are important qualities that the person should bring to the role.

This role requires a person with a high boredom threshold; someone who possesses a considerable measure of patience and is able to concentrate on repetitive work for extended periods of time. Individuals who suit this role are likely to be more motivated by the stability of their position and the relative regularity of routine, rather than by the promise of advancement within an organization. There will be however, circumstances where a more dynamic style will be required, and in order to achieve the best result, the individual should be capable of rising to such occasional challenges.

Exploratory Questions

In basic terms, how would you go about planning a complex project?

Would you say that you can build a rapport with clients or customers?

What type of role do you typically fulfil within a team?

Can you think of a situation where an opportunity passed you by?

Do you find it easy to express your ideas and opinions?

Can you recall a time
when you acted
precipitately and later
regretted it?

We welcome your
feedback.

Please let us know what you think about this report.

Email us at feedback@discoverprofiles.com.