

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.

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

