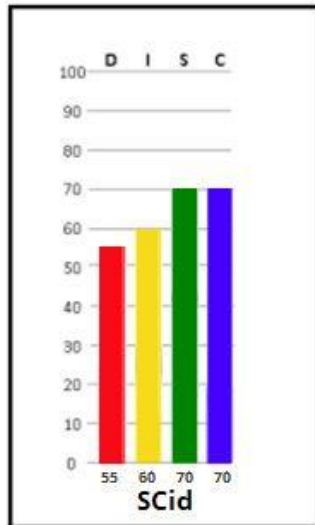


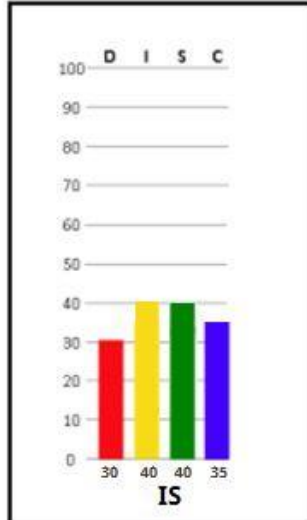


## 3 Invalid DISC Graphs

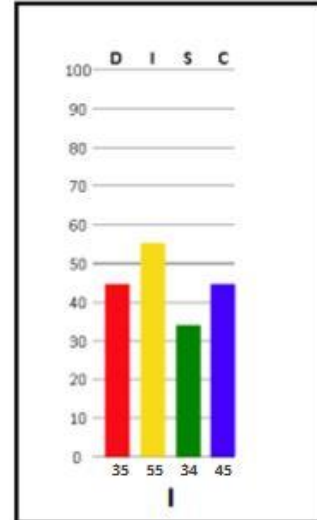
**Over-Shift Graph**  
(All Styles above the Energy Line)



**Under-shift Graph**  
(All Styles below the Energy Line)



**Tight Graph**  
(All Styles near the Energy Line)



## Common Reasons for Invalid Graphs

1. Over analyzing by taking too long to respond.
2. Under pressure to "be all things to all people". (Over-Shift Graph only)
3. Experiencing a significant emotional event or a personal trauma. (Tight Graph only)
4. Attempting to outsmart the instrument. (Least likely reason)

## STRONG Suggestion

Facilitate the participant in taking another assessment. Key points to review with respondent. For detailed Scripts, see documents "Script for Handling Over-Shift and Under-Shift Graphs" and "Script for Handling Tight Graphs".

1. Work environment in mind.
2. How they prefer to communicate at work.
3. If they are not sure of word definitions, have them hover the mouse over the word. A group of synonyms will appear.
4. Select the "Most" word that describes their preference, not how they want to be or sometimes can be.
5. Often helpful if respondent starts with their "Least" selection and works towards their "Most" Selection.