



## FuturaDIAV

Laura Smith

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**Date:** 2014-08-20

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**Name:** Laura

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**Last Name:** Smith

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**Gender:** Female

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**City:** Miami

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**Country:** United States

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**Profile:** Enterprising - Analytical (ENT - ANA)

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## **FuturaDIAV**

### **What is DIAV?**

DIAV stands for:

Desire.  
Interests.  
Attitudes.  
Values.

The objective of this test is to understand why each individual reacts differently to the same situations.

There are 6 types of people:

SOC Social.  
ART Artistic.  
EMP Entrepreneur.  
CON Conservative.  
ANA Analytical.  
EQU Balanced.

### **Social**

Desires: sharing and belonging.  
Interests: relate to everyone.  
Attitudes: sympathy and communication.  
Values: popularity and prestige.

Characteristics

Enjoys participating in groups, provide community assistance, sponsor human relations, has verbal and listening skills, and also has a good level of understanding.

### **Artistic**

Desires: harmony and depth.  
Interests: a pleasant environment to the senses.  
Attitudes: to feel and enjoy.  
Values: beauty and significance.

Characteristics

Focuses on art, communication, culture, where can express themselves artistically to tap

their creativity, whether by means of its ability for music or write.

## **Entrepreneur**

Desires: new challenges.  
Interests: progress and welfare.  
Attitudes: confidence and dynamism.  
Values: success and reward.

### **Characteristics**

Stands out for their leadership skills, innovation, business development, ability to motivate, persuade and lead.

## **Conservatives**

Stands out for its organization, ability to keep evidence and keep records, have skills in the area of systems and administration.

## **Analytical**

Have skills for analysis, research, laboratory testing, problem solving and mathematical skills.

## **Balanced**

Is pleased to enjoy the outdoors, exercise and physical activity, while maintaining security. Also has skills to repair objects and for handling materials and equipment.

## Instructions

### How to Use This Report?

Read the full report. It has been divided into two parts.

The first part is a description of the DIAV dimensions in specific areas of Desire, Interests, Attitudes and Values ??such as happiness, harmony, authority, loyalty, among others.

The second part focuses on understanding the characteristics of your personality type in various everyday situations (corporate life, art, music, education). It is important to remember that each individual is unique; the FuturaDIAV model provides a tool to give proper treatment according to the characteristics of the types of people who conform your team. The behavioral descriptions mentioned in this report are only trends for your group style and may or may not apply specifically to you.

### Adaptability

Besides knowing your personality type, the report will identify how you act in different environments according to your Desires, Interests, Attitudes and Values, in order to meet the needs of a particular situation or relationship, this is called adaptability.

Adaptability is the key to the construction of all successful relationships. Adaptable people are conscious when deciding how to respond to a particular person, situation or event. By knowing the characteristics of your personality, you may learn to change and adapt your behavior.

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## How to Read and Interpret your FuturaDIAV graph?

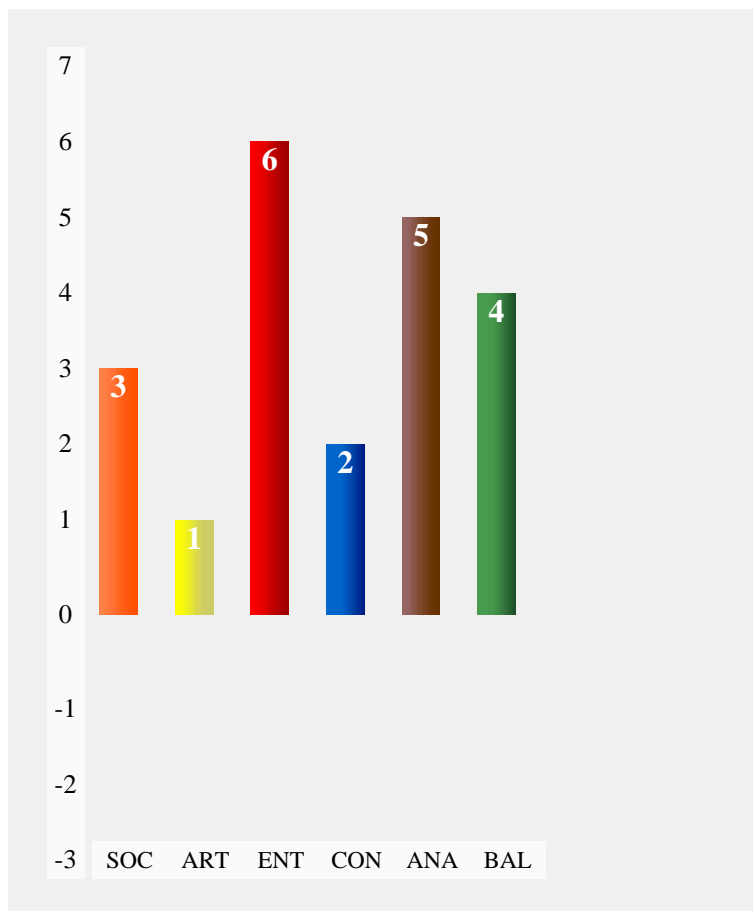
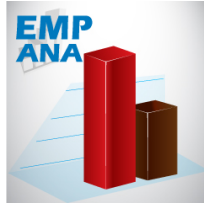
The starting point is the questions that are provided and you answer according to your personal criteria, at the end you will be given a report or evaluation outcome. This report contains a chart accompanied by its respective description.

Graphic: Represents your DIAV profile

The FuturaDIAV model starts from the premise that the desires, interests, attitudes and values influence the behavior of the person.

Each person has a primary and a secondary DIAV type, but for the purpose of the report will only be working with primary or predominant type. The graph represents the percentage that the applicant has in each personality type.

## FuturaDIAV Graph



## Desire

Laura is ambitious. Seeks to move up and hold hierarchical positions of increasing responsibility within a company. Does not like routine and predictable situations. Her greatest desire is to have a job that raises challenges and situations full of adrenaline.

Has an agile mind and entrepreneurial. Is energetic, and works very quickly. Often because of this feature neglects the details and is not the right one to make punctilious checkups. Her way of thinking is global and her actions resolved. Knows what she wants, and decide on what she like.

Has a quick temper and is able to express discontent if faced with situations with which disagrees. For her personality does not like having to report to a boss who develop constant controls over her work. Wants to work with freedom and autonomy. Expects economic recognition and the possibility of promotion for her performance. Is important to keep her motivated because otherwise you run the risk getting her bored and seeking new horizons.

## Happiness

Laura yearns for power and success. She is a born competitor who comes alive with the possibility of progress and economic recognition. Her life is work-oriented, highly productive and quick for make decisions. Her initiative and independence make her someone confident and accurate in her choices. Her greatest happiness is to hold positions of great responsibility where she can organize and have a lot of staff in charge.

## Money

Laura has an entrepreneurial mind and implying is skillful business and financial investments. She seeks to increase her income and move into activities that allow labor progress. She is looking for be her own boss and eventually have her own company achieving autonomy and independence. Interested in earning a lot of money and social status.

## Health

To Laura his welfare is to have a job that she likes and grants a good economic stimulus. She wants to have opportunities for promotion and many activities at the same time. He does not like to consult doctors, or be tested, as considered a waste of time. She has a deep and bold initiative. She is able to launch into unknown territory and take risks if she feels that can get the success she craves.

## **Self-Improvement**

Laura sees the improvement as a way to improve her quality of life and the recognition of her work and personal successes. It is very important the improvement, because it is the way she reflects her work and effort to improve herself. she is constant in search of victory and transcendence, and always get what she wants.

## **Tranquillity**

Laura experiences fullness being happy with her work, this means constantly be challenged. It is essential for this person to know that the functions performed are satisfactory for her boss and that they are consistent with what she does for her company. she feels calm when her job meets her personal and professional expectations.

## **Confidence**

Laura has initiative to make any kind of activities. She shows power and practicality for the execution of tasks. Her method is dynamic handling herself well with the times. When she initiates a project has a great self-confidence. She is decisive and firm in her convictions. She has a strong character and manages to stand out by her presence.

## **Action**

Laura is very active, always has energy to achieve her goals. she is a person who thinks and acts accordingly to her reflections. When a project emerges she always does her best to accomplish and does not like to procrastinate and leave at least half. her philosophy is focused on realizing the dreams, so she always strives to achieve them.

## **Fun**

Laura has fun being assigned to a new challenge, whether in the workplace or in any other type of project. she likes to be in the logistics, the resolution of conflicts and she likes to be giving new ideas for improvement. The way she has fun is with games where she has to show her skills and capabilities, she likes to appear as winner.

## **Independence**

Laura has big ambitions and energy to deploy in her activities. She is able to organize. Her tendency is towards integrating the different variables that make up a given situation. She can also schedule tasks in the short and medium term. She prefers having a margin of freedom as it relates to work. She tends to be autonomous and independent. So her project is to have her own company and be able to lead all staff.



## Interests

Laura a person is self confident, strong and direct who goes in search of her objectives but these involve taking risks. She is curious and because of her innate restlessness continually seeks new and varied interests, since she is able to look beyond the conventional always wants to find something different in order to experience her skills and test them and overcoming obstacles that are presented to achieve his targets. She is interested in tasks that represent challenges and to provide opportunity to move up, looks at the unusual and adventurous, when choosing an occupation or profession she prefers those that are related to the independent business where she is her own boss to make decisions freely, is also interested in those positions where she can assume some kind of leadership, which can innovate in other dimensions giving directions and directing others. In short, does not tolerate routine work where results are already stipulated and is easily bored, so interested in those tasks which can provide bright ideas, in this way to progress in the different areas of life either social work or personal. In general shall belong to organizations looking to achieve some specific goal rather than simply live socially.

## Harmony

Laura is dynamic. She has a good level of activity and productivity in the tasks performed. She is hardworking and strives to do her jobs in the best way possible. Sometimes as worries about doing many things together she may neglect the quality and accuracy of tasks. She generates a great satisfaction and feels in harmony when she can achieve all his goals and gets new horizons that will pose challenges.

## Environment

Laura enjoys being in contact with nature, however usually she likes more the atmosphere of an office or perform her work indoors. she appreciates the beautiful landscapes but only when she is in her leisure time.

## Privacy

Laura is a very private person, who likes to be respected in her privacy. she does not like to be judge in her way of living and act. On labor issues she tends to keep relationships professional merely because she does not like to mix work with personal things, she likes to keep secret her sentimental life and she just talk about herself only as needed.

## **Personal Care**

Laura is not adept to have lots of clothes in her wardrobe. Think shopping is a waste of time, so when she has to shop busy all she needs at one time. she aims to clothes that she find comfortable and that can be used on various occasions. However, she is concerned about her image, she is interested to look as someone powerful therefore choose expensive designs and recognized brands with cultural prestige.

## **Fitness**

Laura is concerned with feeling good in every aspect of her life, especially her tendency to physically care. she likes exercising from time to time, depending on the free time she has, she eats healthily. she believes that the image is very important, therefore being well leads to look good. she likes to show wellness and mainly to have a quality decent life.

## **Leisure**

Laura likes to enjoy her free time to start new projects, usually she does not rest much because she is very active and hardworking. Although she too often take a moment to be in the company of her family and friends. Also she can use this time to rest and revitalize.

## **Knowledge**

Laura has a passion for financial activities. without doubt she likes economic reports on the situation of the stock market, what are the most profitable investments. she is interested in notions of business administration as one of her projects in the medium or long term, is to have his own organization. she has a business mind with great fondness for money and social power.

## **Productivity**

Laura acts proactively rather than passively waiting instructions. He has a great energy and dynamism to carry out her work activities. Sometimes she can not remain constant and focused for long periods in the same activity. The routine and monotony in the work generate on her boredom and lack of motivation. she is oriented to the quantity, rather than quality. She is interested in produce a lot to solve situations regardless of minutiae or details.

## Be Heard

Laura likes that what she says will be heard, it is very important to her that her ideas are taken into account because she considers to be very valuable. she is a lead person, therefore, when she speaks, what she thinks and what she feels has an impact on other people. she dislikes that what she says and feels will not be taken into consideration, this may cause a negative experience because she would feel she is ignored and feel unusefull in her employment.

## Belonging

Laura cares develop in large companies, where she may have opportunity for advancement for her work. One of the issues in which she pays much attention before entering is the organizational chart to analyze the culture and way of work that she has in this area. she looks challenging activities where she can deploy its power and ability to fight. she prefers little routine environments where she can feel the pleasure of every day to do something new and different.

## Attitudes

Laura holds within her best characteristics the will to give up situations that prevent or restrict the proper development of her needs or wants, knows what she wants, perfected it and develops it at all times and looking for ways to achieve this regardless of the difficulties encountered in her way.

Considers that developing her activities towards meeting her goals and objectives, fulfills equal importance than the fact of enjoying acceptance within her group of friends and promoting the free development of teamwork to ensure overcoming adversity, as tends to be complacent but balanced and negotiator, works easily in situations of stress, although these exercise negative effects and complex situations within her personal and family relationships.

Is not easily intimidated to the abrupt orders of her figures of authority, tends to remain calm and conserve her natural state on adverse situations.

For her having control of the situation, the actions of her team and alternative solutions in conflict situations, is the essential foundation to be certain on tolerance and commitment to what was agreed in her work.

## Authority

Laura with authority maintains a respectful link, does not obstruct hierarchies accept to expose his disagreement if it is not according to some decisions she usually feels more comfortable with democratic style heads, which provide to her freedom of action and allow to her to work independently, let her to develop without constant controls that may become annoying.

### **Initiative**

Laura has a lot of initiative, likes always contribute in resolving conflicts is one of its most frequent characteristics, therefore she is a person who is always involved in all though not requested help. Tends to provide immediate solutions. Probably she manages to be a leader and who will provide the solution.

### **Conciliation**

Laura is a person who likes to act when there is a conflict, try to mediate the problems but not usually give much, tends to much to prevail and get things done the way she wants, so does not reach an agreement easily.

### **Ambition**

Laura is independent, competitive and confident. her has great ambitions and has an extraordinary initiative to fight tirelessly to achieve her goals. her capacity for synthesis allows her to provide answers finished solidly. she is guided by her values and goals. she wants to be someone looking to progress and with a significant prestigious social status. her ideas are geared towards business, investments and other financial matters. No doubt, she has a profitable and promising future.

### **Cooperation**

Laura is usually very supportive, likes to help and is a person with great initiative, therefore gives a selfless help. Usually take it as a new challenge that is posed. Represents a good person to work together, because she has a lot of attitude and energy.

### **Review**

Laura likes to be criticized because that will suggests that she can improve her abilities, likes to feel challenged. she acts defiantly when receives negative reviews, but she requires more of herself, she does it to grow both personally and professionally.

### **Competitiveness**

Laura takes decisions quickly, she is daring to venture into uncertain terrain, if she sees that can become profitable and productive. In a work environment she seeks to stand out and do things the right way with a high dynamism. she has great power to spread her activities and her level of competitiveness, she is tireless when it comes to fighting in difficult terrain.

## Teaching

Laura is a practical person. she tends to be impatient, so that she does not like teaching, or having to teach and give lengthy explanations. she seeks to be concise and get the other quickly to understand. If the other person does not understand her, it is possible that she becomes a bit annoying and anxious. This is not the activity where she can stand more, and is an aspect that should be considered.

## Inspiration

Laura always inspires by example, likes to be admired for her achievements and for her obstinacy. Want to be the best at what she does, usually gets what she wants, so earns recognition and reward. she acts in an exemplary and very practical way, because for her the most important thing is the attitude.

## Determining

Laura > is a bit self-centered, that is guided by her own needs and tastes. she is very intuitive and able to assess a situation quickly and globally. she usually when makes a decision hardly go back. her strong character and tenacity, leads her to relate with great capacity for work.

## Values

Laura Is highly decisive, productive and tenacious. Is responsible for her work and seeks to do it as soon as possible being diligent and fast. Is highly competitive, and seeks to stand out within her work group.

The difficult situations, risky and challenging will cause a strong motivation, as she has ability to fight. Takes decisions quickly, and has great confidence in herself. This attitude favor her to develop and grow professionally, thus can occupy senior positions of great power.

Can take a leadership role, because she acts with determination and expects others to recognize her qualities. She likes to lead others and be respected. Possibly shall exercise strict supervision on those activities that delegates. Without a doubt the best she can get to bring to an organization is her dynamism, practicality, confidence and decision making power.

## Loyalty

Laura is usually loyal, however she is very suspicious, does not like to put her life in the hands of others, for she always tends to go a step further and only trust herself. When a person is unfair, does not forgive, knowing that when someone fails possibly does she again, she is very cold.

## **Solidarity**

Laura is a caring person as long as from the other side feels reciprocity. she cares for those she feels appreciation and esteem. In the event that a person does not sit well with her, she shows no sign of solidarity and she expresses little regard to their behavior. she is very clear and expressive, she does not like to untruths or behave cynically.

## **Honesty**

Laura is honest and transparent. she is an honest person who tells the truth and has the distinction of doing so in a unpleasant way. Sometimes she does not mince her words and says the first thing that comes to her mind. she acts, then she thinks. she is usually a bit rough since she uses some subtle ways, especially when she is angry about something. Sometimes this bothers others, and she can hurt feelings.

## **Responsability**

Laura strives to deliver things in a timely manner. Is aware that she must answer to someone and that her actions has consequences. she does not like to give a bad image. This is why knows how manages time or knows how to delegate responsibilities for best results.

## **Spirituality**

Laura is a person who likes to feel good about himself, tends to be very loyal to spirituality and belief in the management of positive energy for achieving her objectives, considers that is mental and interior matters.

## **Justice**

Laura is concerned that things has the expected results, always believed that she does more, and she should receive more. she hopes her efforts will be rewarded. In the job is often challenging results and gains that has when finish an assignment. she is in favor of justice.

## **Courage**

Laura is usually a person with great courage and determination. That energy is directed towards the achievement of her goals. she likes to fight with dedication to achieve greater personal and professional development, is interested in getting credit for this.

## **Respect**

Laura tends to behave respectfully to adults or to an important position, she appreciates the knowledge that these individuals will transmit to her. As a human being, she does respect for their way of being and acting, she likes to recognize the achievements she has had, she would get angry that do not value her work. she knows how to directed so friendly to others and she is considerate of different points of view.

## **Tolerance**

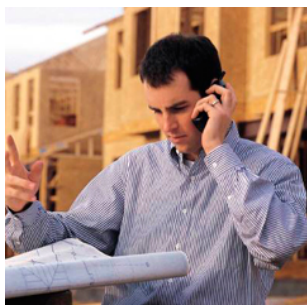
Laura often behave intolerant, as many times want things done as she says, believing that is the best way to achieve a goal. she can listen to opinions but generally she will always think she has the absolute reason. However, given the cultural differences is very tolerant.

## **Friendship**

Laura creates links that will provide her the ability to share experiences, knowledge and feelings. She usually makes strong and lasting friendships. She likes to share and promote bilateral growth, usually based on trust and mutual support. She is very empathic and understanding, knows how to listen and give advice. When they fail to friendship offered by her, she tends to be sharp and suspicious, as she assesses the feeling and the energy deposited in maintaining her relationships.

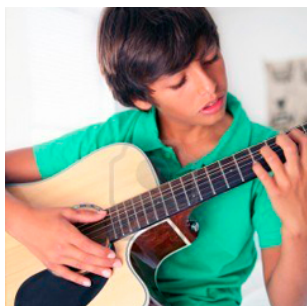


## Company Life



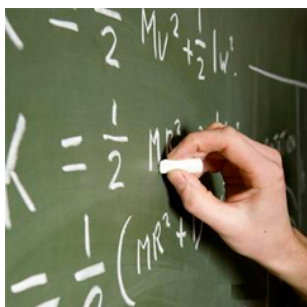
Laura Is an active person, very sure about herself, who likes to make quick decisions. Is able to provide countless ideas and expect them to be taken into account and valued by others, and in this way improve the work environment. Due to her impulsiveness, often makes quick decisions without considering risks or consequences

## Art and Music



Laura tends to be territorial, attached to her customs and styles, she may be aware of her limitations and capabilities, she finds it very easy to enhance the good ideas that have his colleagues or her own. So in music prefers local artists instead of the famous worldwide

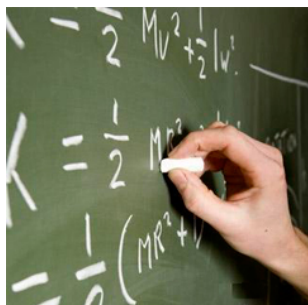
## Education



Laura has strong motivation and an optimistic and joyful spirit When she gets to a place usually does with good energy and a positive attitude to the environment and life. Greets with great enthusiasm, and has good touch when it comes to socializing with people. She has charismatic skills, which make her a great seducer and captivates with her way of being and her social notoriety. She is open and flexible, has the ability to adapt to different environments and deal with very different personalities, always leaving victorious



## Career and Development



Laura is risky and is not afraid to fail. She has the ability to face obstacles and frustrations and to learn from her mistakes without giving up. Is usually clear what he is getting and assumes responsibly decisions and actions taken. She has the energy to get to achieve what is proposed. She encourage herself and undertakes greatly, being able to devote herself to the fulfillment of his dreams. She feels a passion for her work and enjoy the activities that decides to perform. She is persevering, tenacious and fight tirelessly to achieve the goal to increase her economy and get the

long-awaited victory.

## Cars and Transportation



Laura is motivated to reach her goals and achievements without external assistance, does not often seek support from anyone in her job when she can do it alone, and has difficulty to accept when she knows she need it

## Memberships and Social Aspects



To Laura is made easy and pleasant to work in a team, is not afraid to share her perceptions and even her dislikes, tends to be tolerant of diversity and persistent to failure

## Communication



Rectitude and truth are Laura essential values &#8203;&#8203;in her own essence and in the personal characteristics of those around her. Considers that for people to progress must be honest when communicating

## Business



Laura is persistent and like to do business. She is deeply attract to financial companies and has a major initiative to undertake projects. She is someone who will search for opportunities instead of waiting for them to arrive alone. She is extremely proactive and able to have different views on any subject or situation. She is ingenious and innovative. Her personal style leads her to have great business skills with the ability to bring to the market different products or services. She is a great researcher of existing businesses and the profitability of them. She often dreams big and sees the realization of her

projects. She has the ability to work hard for the realization of her goals.

## Hobbies and Entertainment



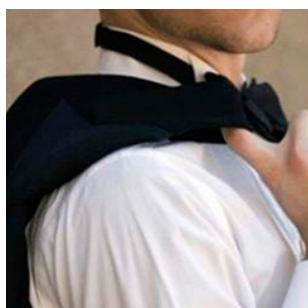
Laura is someone with many and varied interests. She is passionate about work and is always thinking about new businesses that give progress and triumph that yearn. Routine bores her. She enjoys exploring new situations as far as work is concerned. She is adventurous, capable of launching headlong to the realization of her desires. She is extremely active. Her mind is sharp and curious. She has the particularity of glimpse business and financial goals everywhere

## Fashion



Laura would like to be neat. She is someone who cares her economy so before making a purchase evaluates pricing and quality of this. Anyway as far as she can is oriented to a certain known brands and sociocultural. She is usually not a big consumer of clothes but that generally of good quality. As she has a business mind there is no doubt that prefers to have good clothing with the thought of have a better impact in her prospective customers

## Beauty and Personal Appearance



Laura tends to have good acceptance among the people with whom is related, she might have affinity for managerial positions or involving negotiation and conciliation

## Food and Restaurants



Laura is in constant motion. She is restless and feel that the time have to be use as life goes very fast. She is those persons who for a lot of work she can forget the time for lunch because she is very focus on her tasks and responsibilities. For this reason appreciates that if she goes to a restaurant would be served fast.. She is the enemy of long waits. She likes the dynamism and practicality in everything she does. The fast food places are among her favorites for the promptness in attention

## Health



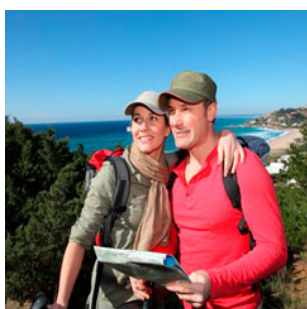
Laura handles to have a good physical condition and quality of life. She is adept at sports especially those that are aerobic which can display a high level of energy. The physical activity disconnects her from her passion for work and generates a great pleasure. She is adventurous and risky. She is those people who dare to try different types of sports including those that may be risky such as mountaineering

## Science and Technology



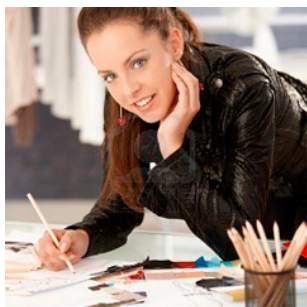
Laura is a person who likes to buy the latest products of the market is competitive therefore striving to constantly improve in all areas of her life. She is curious and attracts all that is new and unusual

## Free Time



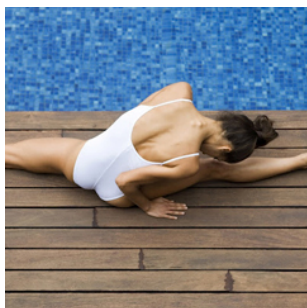
Laura is a narcissistic person who thinks first to meet her own needs. Never have time for others, as she is always busy in his personal or professional life, full of appointments and projects. Her free time is dedicated to take on new challenges

## Office Space



Laura Is a person with decision-making and leadership, which gives her tools to be many times the voice in her workplace. Is extremely enthusiastic, if a job project is to be carried forward does so without fear and with full conviction that will be heard

## Outdoors



Laura likes to be in contact with nature that gives energy to carry out all projects and responsibilities. She is a person who is hyperactive, constantly doing several activities or tasks simultaneously

## Security



Laura is passionate about the challenges and challenging situations. She likes the innovative and uncertain situations. If she raises an important project and sees in the way some unforeseen difficulties will look for ways to fix it. She is a fighter and is highly valiant. The problems motivate her to learn and be optimistic. Nothing stops an entrepreneur



## Shopping



Laura is a person who likes to start even when others have not, She comes up with new ideas, always with an objective or goal set. If from her depended, would have more than one business or company established by her independent spirit and ability to take risks. So she is projected to people that possess such characteristics because she sees in them what would someday become

## Sports



Laura gets easily complemented with people who prioritize the well being and personal and professional satisfactions, does not easily works with people who do not carry the same pace. She is very active, is in constant motion

## Travel and Vacations



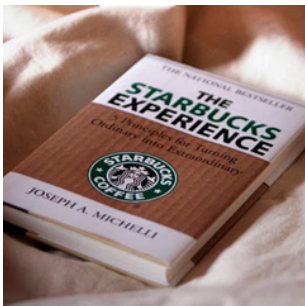
Laura is a person who sets goals and objectives in all areas of her life, for her vacation is scheduled from before and offers all her efforts and sacrifices to achieve have resources that allow them to have a good holiday as she plans at the beginning

## TV and Shows



Laura is an innovative and active person. She likes to be updated and informed. Usually get what she intend, and is a source of inspiration for others. She likes TV shows that reflect advances in technology, such as those who are in high definition

## Books and Magazines



Laura is identified with the great characters of history that have been people with a lot of energy and sacrifice. She tries by all means bringing forward projects even when find problems does not stop, she has plenty of potential that can be developed when assign her a task or activity

## Frequently Asked Questions – FuturaDISC

### QUESTIONNAIRES

#### **How are the questionnaires developed?**

They are developed based on the selection of Behavior Factors that are revealed when the FuturaDISC test is configured.

#### **How is the stream established in order for the applicant to answer in an instinctive way?**

Each applicant is presented with a series of questions that simulate being in a peaceful scenario. However, unexpected obstacles arise, represented by the visual questions which make concentration necessary.

#### **If each test is unique, how is consistency and comparability guaranteed?**

The questions are developed from a data base that has carefully assessed (through previous qualitative validations) their comprehensive and meditative equivalence.

#### **Why is there no time limit to perform the test?**

It is considered that by not establishing a time limit, the applicant is allowed to answer the questions with more ease and take the necessary time to understand and analyze each question.

### STANDARDS AND PROCEDURES

#### **Against to what standards are the results compared?**

As stated by William Moulton Marston in the first paragraph of his famous book "Emotions of Natural People":

*"Are you a normal person? Probably..."*

Each person is considered unique, reason for which each report is processed individually, without making comparisons with accumulated results from previous reports.



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## DEFINITIONS

### **Validity**

A test's legitimacy is determined by the way in which the theory and the evidence support the obtained results.

### **Rationale of the Results**

Any scientific validation needs to start by a clear understanding of the interpretation of the results' rationale which a test intends to measure.

### **Development**

It describes the concepts that have used to develop the test and to what it is intended to measure by their application.

### **Consistency**

It refers to the continuance in using the same methodology and conditions in all of the validation procedures, independently of the person that is being evaluated.

### **Qualitative Validation**

It refers to the deep analysis of the perception and understanding of the contents, through the observations, remarks and deliberations made about each.

### **Required Environment**

It is necessary to develop an environment that allows the participants to feel comfortable and express themselves freely, in order to clearly and objectively determine the perceptions and interpretations of the questionnaire by the participants, and of the results obtained through the test.

### **Calibration**

It refers to the improvement in the composition of each text when it is considered that it adds relevance to each.

### **Standardization / Universalization**

Universalization refers to making sure that the questions as well as the reports of the results can be understood by people in any region that speak the language in which the test is presented.

### **Report Standardization**

It is necessary to present a detailed rationale for each recommended interpretation of the results, along with a summary of the evidence and the theory that supports the objective of the test.

## PSYCHOLOGISTS

### **Why are so many psychologists used?**

In order to give the tests richness and magnitude. Each psychologist has validated the contributions of psychologists in other countries without knowing their identity.

## VALIDATION

### What types of validations are done?

Three types of validations are done:

#### 1.- Qualitative Validation:

it is done through group sessions before and after the creation of the questionnaires in order to measure the validity of the questions and of the results that are generated by each selection.

#### 2.- User Validation

The user performs two types of validations from the Control Panel:

##### a.- Predictive Validation:

it involves delivering the test to an applicant before selecting him/her for a job opening. Three months later, it is necessary to make a comparison between the employee's performance and the expected results based on the test.

##### b.- Concurrent Validation

it involves delivering the test to an applicant that already works in the company and making a comparison between the employee's current performance and the expected results generated by the test.

#### 3.- Pearson's Correlation:

While the reports are being processed, a data base is being fed which is processed later by applying the Pearson's correlation index in order to control the relationships between the expected and actual results.

The tests are calibrated in a continuous way in order for these correlations to become more precise.

## INNATE AND ADOPTED STYLE

### What does it mean when the Innate and Adopted Style graphics result to be very different?

It means that the applicant needs to make an effort to adapt his innate style in order for it to match the style required in the environment for which the individual is applying.

This can cause stress for the individual. However this may not always be the case but when

it arises, it can happen in different levels of intensity.

Some people have a higher ability to adapt. For this reason, one cannot automatically infer that the difference between both styles have a direct relationship with the applicant's level of stress.

Modern life and technological advances allow people to adapt more easily to the different environments, without significantly impacting their personal and work life, even if both have very different styles.

**Why does FuturaDISC present in the same report, an Innate Style Section and another one for Adopted Style?**

Because we are not able to split a person into two pieces. There are always traits that are demonstrated and overlap in both environments.

In this way, instead of investigating the life of a candidate through social networks, with this report one can obtain a more holistic view.

## IMAGES

**What do the images that appear in the questionnaires and on the reports mean?**

These are visual aids that graphically represent situations where behaviors are involved and that reflect FuturaDISC dimensions.