

DISC ASSESSMENT REPORT · PURE S · THE SUPPORTER

The Supporter Report.

A measured, evidence-based reading of a Steadiness-dominant profile. Scores, strengths, stress response, blind spots, and a four-week plan.

SUBJECT

Kevin Weller

PRIMARY TYPE

Pure S

RARITY

32% Pop.

DATE

04·19·2026

INSIDE THIS REPORT

Your DISC Profile § 02

Your Portrait § 04

How You Operate § 06

Growth Edges § 08

Next Steps § 10

At A Glance § 03

Core Strengths § 05

Under Stress § 07

Four-Week Growth Plan § 09

The Full Report § 11

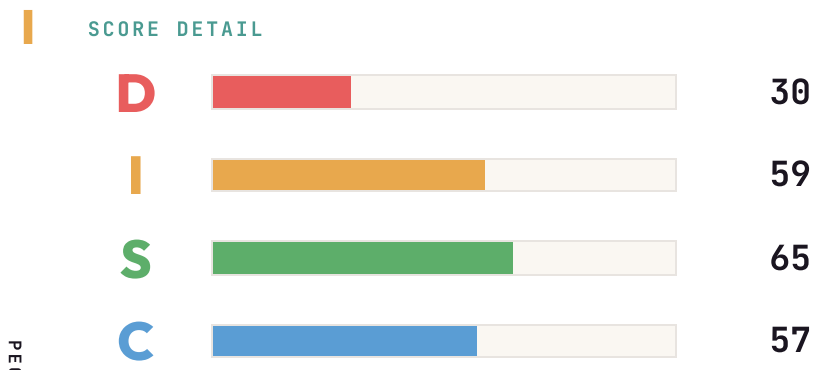
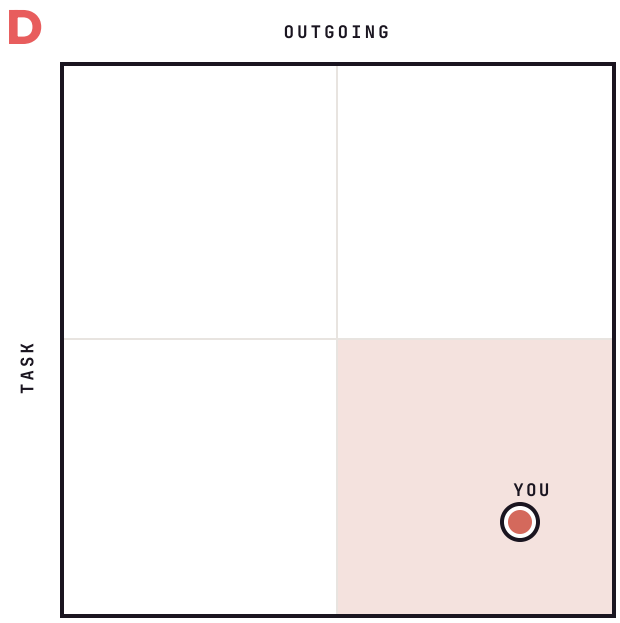
SECTION 02 · MEASUREMENT

Your DISC Profile.

Two axes, four quadrants, one coordinate. This is where you sit.

FINDINGS

30 DOMINANCE	59 INFLUENCE	65 STEADINESS	57 CONSCIENTIOUS
------------------------	------------------------	-------------------------	----------------------------



READING THE CHART. Your S score of 65 is the driver: measured pace plus people focus. I and C sit close behind as supporting tones. D is your distance axis. Placement sits firmly in the bottom-right quadrant.

C *"Measured pace plus people focus places you in the Steadiness quadrant. D-types are your polar opposite. I-types share your people orientation at a faster rhythm. C-types share your pace but focus on systems rather than people."*

DISC TWO-AXIS FRAMEWORK

WHAT THIS MEANS

You sit firmly on the measured side of the pace axis and firmly on the people side of the priority axis. The combination places you in the Steadiness quadrant, where 32 percent of the population lives. You are the person your friend Sarah thinks about at 11pm when she is trying to figure out whether to tell her boss she is burned out. She does not think it consciously. She just knows that of all the people in her phone, you are the one who will hear her before she finishes the sentence, and who will not try to fix it.

SECTION 03 · SUMMARY FINDINGS

At A Glance.

The one-page read. Motto, superpower, kryptonite, and the lists that describe the pattern.

SNAPSHOT

MOTTO

"Take your time. I'm not going anywhere."

SUPERPOWER

You make people feel safe enough to be honest.

KRYPTONITE

You say yes to everything until you have nothing left.

SPIRIT ANIMAL

Golden Retriever: loyal, patient, always there, never forgets.

FIVE DRIVES

- 01 Maintaining stability in relationships
- 02 Making others feel safe and seen
- 03 Preserving routines that work
- 04 Being genuinely needed by people
- 05 Building deep trust over time

FIVE FEARS

- 01 Sudden change that disrupts stability
- 02 Conflict that damages relationships
- 03 Being overlooked after years of service
- 04 Losing the people who depend on you
- 05 Being forced to choose between people you care about

FIVE STRENGTHS

- 01 Unshakable reliability under pressure
- 02 Reading emotional undercurrents others miss
- 03 Creating environments where people open up
- 04 Executing consistently without needing recognition
- 05 Absorbing chaos so others can focus

TWENTY WORDS THAT DESCRIBE YOU

Patient · Dependable · Loyal · Warm · Steady · Accommodating · Empathetic · Consistent · Nurturing · Calm · Conflict-averse · Self-sacrificing · Agreeable · Grounding · Gentle · Predictable · People-pleasing · Stubborn · Understated · Enduring

SECTION 04 · NARRATIVE

Your Portrait.

A close reading of the person the scores describe.

PROFILE

You arrive early and sit where you always sit. Not at the head of the table, never at the head, but in the spot where you can see everyone. Before the room fills, you have already noticed that Raj looks tired, that Elena seems quieter than usual, and that the newest person is sitting with their hands in their lap, not sure where to look. You make a mental note to check in with each of them later. This happens at dinners, at meetings, at family gatherings, at gym classes. Everywhere you go, there is a scan running.

There is a specific kind of room you enter and quietly calibrate: you notice who has not spoken, who is checking their phone, who is leaning forward, who is leaning back. You do not do this because you are shy. You do this because the shape of the room is information, and you will adjust your next sentence based on what you found.

Your internal monologue is a constant background scan. Is everyone okay? Does anyone need something? Am I making this situation better or worse by being here? Most people have an inner critic. You have an inner caretaker, and it never takes a day off. Your own needs register as background noise, easily overridden by anyone else's request, because somewhere along the way you learned that your job is to keep the emotional temperature of every room you enter at exactly 72 degrees.

Mother Teresa built the world's most reliable system of care not through grand gestures but through showing up in the same place, at the same time, doing the same work, for people who had nobody else. That relentless consistency is your signature too. You do not make a splash. You make a foundation.

What you bring to every group is something no other type can replicate: safety. People relax around you. They say things to you they would not say to anyone else. They trust you with the real version of themselves because you have never punished them for showing it.

The cost is invisible to everyone but you. You absorb friction, swallow frustration, and rearrange your life around other people's needs with such practiced ease that nobody realizes it is happening. Including, sometimes, you.

"I did not realize how much they were holding together until the one time they stopped."

WHAT THE PEOPLE CLOSEST TO YOU WOULD SAY

SECTION 05 · THE ASSETS

Core Strengths.

Five patterns that show up consistently in your relationships, your presence, and the way those in your circle come to rely on you.

STRENGTHS

01 The Human Thermostat

You regulate the emotional temperature of every room you enter without anyone realizing it is happening. When tension rises, you absorb it. When someone feels excluded, you pull them in. When the energy turns chaotic, you slow it down with a calm word or a quiet question. This is a reflex, operating beneath your awareness. Any group with a Steadiness type in the room, whether it is a family at dinner, a group of friends, or a project team, runs with measurably fewer blowups and more honest conversation.

IN PRACTICE · Two people you love start arguing over something that has nothing to do with the real issue. Everyone else tenses. You say, calmly, "It sounds like you both want the same thing and are worried about different pieces of it. Can we slow down for a minute?" The temperature drops ten degrees in five seconds.

02 Institutional Memory

You remember everything. Not facts and figures, though you are good at those too, but the human details. Who promised what, and when. Why the last time this was tried, it fell apart. What your friend said two years ago that you have quietly been protecting them from ever since. You are the living archive of every commitment, every relationship, and every lesson learned by the people around you.

IN PRACTICE · Someone in your circle starts pushing for a big change and is sure it will work this time. You pull them aside privately and share what happened the last time something similar was attempted, the part they have forgotten. You are not trying to block them. You are trying to spare them an avoidable repeat.

03 The Trust Builder

Trust is not something you demand or negotiate. It is something you deposit, one small act at a time, over months and years. You follow through on every commitment. You never repeat private conversations. You show up when you say you will. The result is the compound interest of thousands of kept promises.

IN PRACTICE · Someone new in your life confides in you, only weeks in, about a struggle they have told nobody else. They told you because in those few weeks, you checked in twice, remembered a small detail they mentioned in passing, and helped them with something small without making them feel stupid for asking.

04 The Quiet Executor

You do not announce what you are working on. You do not post updates. You do not ask for recognition or air cover or extended deadlines. You just deliver. Quietly, consistently, on time, every time. While louder types are marketing their contributions, you are the reason the thing actually comes together, whether it is a holiday, a project, a move, or a crisis.

IN PRACTICE · The event everyone has been talking about is on Friday. The loudest voices picked the theme Monday and moved on. The charismatic one posted early photos Wednesday. You spent Tuesday through Thursday confirming the guest list, fixing the logistics, catching three problems nobody else noticed, and making sure nobody got left out.

05 The Safe Harbor

In a world full of people performing confidence and competing for attention, you offer something increasingly rare: a place where people can stop performing. You do not judge. You do not one-up. You do not redirect the conversation to yourself. You just listen. This is not passivity. It is a skill that requires enormous emotional bandwidth.

SECTION 06 · OPERATIONS

How You Operate.

Two machine rooms of your daily life: how you communicate and how you decide.

OPS

Communication Style

WARM · INDIRECT · LISTENER-FIRST

Your emails start with "Hi, hope you're doing well" because you mean it. You ask about the recipient's weekend, their project, their family, because you genuinely want to know. You proofread before sending and consider how every line might land on the other end.

You take longer to respond than D-types or I-types, not because you are slow but because you are composing. You run each sentence through an internal filter. Could this be misread? Will this upset anyone? Is there a gentler way to say this? By the time you hit send, the email has been through three invisible drafts.

You are the voicemail people listen to twice. Not because it was long, but because your voice did something to the air in the car: it slowed it down. The person who left work furious gets halfway through your message and realizes their shoulders have dropped. This is not a trick. It is the same presence you bring to every room, compressed into thirty seconds of sound.

In any conversation, you listen more than you speak. When you do speak, it is measured, practical, and often reframes the discussion around the people it affects. "Have we thought about how everyone involved will feel about this?" is a sentence you have said in some form hundreds of times, in meetings, at kitchen tables, in group chats, on long drives.

Other people experience talking to you as calming. Like sitting next to a fire on a cold night. The phrases you use most: "No worries," "Happy to help," "Take your time," "Whatever works for you."

Decision-Making

SLOW · RELATIONAL · CONSENSUS-LED

You decide slowly. Not because you lack intelligence but because every decision passes through a relationship filter that other types do not have. Before you choose, you calculate the ripple effects on every person who might be affected. Will this upset Sarah? Will Marcus feel left out? Is there a path where everyone gets something?

You need more information than D-types (who decide at 80%) and more time than I-types (who decide on enthusiasm). Your threshold is not certainty of data but certainty of harmony: you want to know that the decision will not break anything important, especially relationships.

The best version of your decision style is thoughtful, inclusive, and sustainable. Decisions you make tend to stick because you have already built consensus before announcing anything. Nobody feels blindsided.

The worst version is paralysis. Two people you care about want opposite things, and any choice picks a side. So you do not choose. You defer, delay, accommodate both until the situation resolves itself or someone else forces the call.

Your growth edge: not every decision requires unanimous approval. Sometimes the most caring thing you can do is make the hard call so that nobody else has to carry the ambiguity.

SECTION 07 · STRESS RESPONSE

The S stress response does not look like stress to anyone watching.

That is what makes it dangerous. Four phases unfold, each quieter than the last, until the dam breaks.

Phase 01

01

You become more accommodating, not less. You say yes to the extra ask. From outside: peak reliability. From inside: a deficit.

Phase 02

02

The accommodation turns hollow. Still yes, but warmth drains out. "Sure." "Fine." The smile no longer reaches your eyes.

Phase 03

03

Resentment surfaces sideways as passive resistance. "Fine. I will just do everything myself" becomes the mantra.

Phase 04

04

The dam breaks. Every swallowed frustration erupts in a single volcanic moment. Then guilt floods in.

In the first phase, you become more accommodating, not less. You say yes to the extra ask. You cover for the person who dropped the ball. You stay longer, show up earlier, and give more without being asked. From the outside, you look like the most reliable person in the room. From the inside, you are running a deficit.

In the second phase, the accommodation turns hollow. You still say yes, but the warmth drains out. Your responses get shorter. "Sure." "Fine." "Whatever works." You stop volunteering for anything new. You still show up, still deliver, still smile, but the smile no longer reaches your eyes. People close to you notice a flatness.

In the third phase, the resentment surfaces sideways. Not as confrontation, because you still cannot do that, but as passive resistance. You become quietly stubborn. You dig in on positions that seem irrational to others because they represent the last boundary you have not surrendered.

In the final phase, the dam breaks. Every swallowed frustration erupts in a single volcanic moment that shocks everyone who knows you. For a brief, terrifying window, you sound like a D-type. Then the guilt floods in so fast that you spend the next week apologizing for the one time you told the truth about how you felt.

TRIGGERS

- > Sudden, unannounced changes to plans or routines
- > Being forced to take sides in someone else's conflict
- > Broken promises from someone you trusted completely
- > Being taken for granted after months of invisible work
- > Pressure to make fast decisions without time to think

WARNING SIGNS

- > Responses become shorter but remain unflinchingly polite
- > Stops volunteering for new tasks or responsibilities
- > Says "I'm fine" in a tone that communicates the opposite
- > Cancels plans they would normally never cancel
- > Physical symptoms: headaches, stomach tension, fatigue

RECOVERY PATH

- > Tell them exactly what to expect next and follow through
- > Affirm their value privately: "I see what you do and it matters"
- > Reduce the number of demands on them, even temporarily
- > Give processing time without pushing for resolution
- > Address the root cause, not just the symptoms

SECTION 08 • BLIND SPOTS

Growth Edges.

Three places where the pattern becomes a cost. Each has a specific, practiced fix.

EDGES

EDGE 01 The Yes Trap

You say yes to things you do not want to do, things you do not have time for, and things that actively harm you, because the discomfort of saying no feels worse than the cost of saying yes. You have taken on entire commitments because someone looked stressed when they asked. You have cancelled your own plans to cover for someone who would not do the same for you.

The math you are running is: if I say no, they will be upset, and their upset will become my problem. So you say yes, absorb the cost, and add it to a ledger of resentment that nobody else knows exists. Six months later, when someone asks why you seem distant, you cannot even explain it because the individual yeses were all small. But they compound.

The Fix

This week, when someone asks you for something, say "Let me check my schedule and get back to you by end of day." Do not answer in the moment. The buffer gives you space to evaluate without the pressure of their expectation on your face.

EDGE 02 The Invisible Martyr

You do enormous amounts of work that nobody sees, and then you feel hurt that nobody sees it. But you also refuse to make it visible, because asking for recognition feels needy, and drawing attention to your contributions feels like bragging. So the cycle continues: you give, you are overlooked, you resent, you give more.

The hardest truth about this blind spot is that you are training people to take you for granted. By never saying "I need help" or "I did this," you are teaching everyone around you that your effort is free, unlimited, and requires no acknowledgment. They are not being ungrateful. They literally do not know.

The Fix

Once a week, tell one person in your life three things you actually did for them or for the group. Not a brag, not a complaint, just a factual note. "This week I handled X, took care of Y, and covered Z." Start training the people who count on you to see what you do.

EDGE 03 The Change Fortress

Your resistance to change is not stubbornness, though it looks like stubbornness from the outside. It is a protection mechanism. You have built your life around predictability because predictability is how you manage your emotional safety. When someone proposes a change, your first instinct is not "how will this work?" but "what will this break?"

The cost is stagnation. You stay in jobs too long, relationships too long, routines too long, not because they are good but because they are known. The devil you know feels safer than the angel you do not. And so you miss promotions, opportunities, and growth that required you to tolerate six weeks of discomfort in exchange for six years of something better.

The Fix

Identify one small routine you have outgrown, the route you always drive, the order you always make, the standing commitment that no longer serves you, and change it deliberately this week. Practice tolerating the discomfort of "new" in a low-stakes context so it does not paralyze you in high-stakes ones.

SECTION 09 • PRACTICE

Four-Week Growth Plan.

A month of small, deliberate moves. Awareness, practice, feedback, integration.

PLAN

Week 01

Awareness

Daily Practice

Set a phone alarm labeled "What did I agree to today?" When it goes off each evening, write down every commitment you made since morning: tasks accepted, favors granted, plans adjusted for someone else. Do not judge. Just count. By day seven, you will see the pattern clearly.

Week Exercise • The Resentment Inventory

At the end of each day, write one sentence completing this prompt: "I wish someone knew that I ____." It might be "I wish someone knew that I stayed an extra hour to fix the report." Collect seven of these. Read them together on Sunday. That is the weight you are carrying.

Week 02

Practice

Daily Practice

Choose one request each day and practice the buffer response: "Let me think about that and get back to you." It does not matter if the answer is ultimately yes. The goal is to break the automatic agreement reflex and create space between the ask and your answer. Track how it feels to pause.

Week Exercise • The Needs Statement

Write down three things you need from the people closest to you, one at work, one at home, one in friendship. Needs you have never spoken aloud. Choose the smallest one and say it out loud to the person it belongs to this week. Start small. Start anywhere.

Week 03

Feedback

Daily Practice

Ask one person each day a specific question: "Is there something I am doing for you that I should stop doing, or something I do that you could handle on your own?" Listen for the answer that reveals where you are over-functioning. If they say "No, you are perfect," ask again in a different way.

Week Exercise • The Mirror Conversation

Ask a trusted friend or partner: "When I say I'm fine, do you believe me? What do you see in me that I might not see in myself?" Record their answer somewhere private. Compare what they see to what you think you are showing. The gap is your growth territory.

Week 04

Integration

Daily Practice

Each morning, identify one moment today where you will choose honesty over harmony. It can be small: telling someone you prefer a different plan, saying you need ten minutes alone before the next thing, admitting you do not have capacity for an extra ask. One honest moment a day, chosen in advance.

Week Exercise • The Boundary Letter

Write a letter to yourself, one page, answering this question: "What is one pattern I will stop accepting in my relationships, and what will I do instead?" This is not a letter you send. It is a contract with yourself. Read it once a week for the next month.

SECTION 10 · WHAT HAPPENS NEXT

Next Steps.

Four concrete moves. A signed closing. The report ends where your practice begins.

[CLOSE](#)

01 Review the findings with one trusted reader

Share this report with one person who knows you well, a partner, a friend, a long-time colleague. Ask them: "Does this read as accurate?" Their additions and pushback are where the profile sharpens into something actionable.

02 Begin Week 01 of the Four-Week Plan

Start tomorrow. The plan is sequenced: Awareness first, then Practice, then Feedback, then Integration. Do not skip Week 01 to get to the "real work." Week 01 is the real work.

03 Revisit in 30 days

Put a reminder in your calendar for one month from today. Re-read the Portrait section and the Growth Edges. Ask yourself what has shifted, what has stayed, and which edge is asking for attention now.

04 Share a short "How to be with me" note

One of the most underused leverage points for a Steadiness type is letting the people who count on you know how you actually operate. Write a short "How to be with me" note using the At A Glance and Communication sections as a starting draft. Share it with someone in your circle.

EDITOR'S CLOSE

The pattern is the pattern. The practice is where the pattern becomes a choice.

You are the person someone will describe, twenty years from now, as the reason they made it through a hard year. They may never tell you. They may not even realize it themselves until long after the fact. But somewhere, in a conversation you will never be in, your name will come up in a low, certain voice, and the story will be about a kitchen, or a phone call, or a quiet car ride, and the thing you said or did not say at exactly the right moment.

You have always been the person who makes the foundation. That is real. It is the kind of rare, load-bearing contribution the rest of the world notices only by its absence. This report is not a critique of that contribution. It is a blueprint for making sure the person who builds the foundation is also standing on one.

Take your time. You are not going anywhere. Neither is this report.

WHAT'S NEXT • THE FULL REPORT

The Full Report.

Where the orientation ends and the practice begins.

UPGRADE

This free profile named the pattern. The full report is how you work with it.

Option A is the primary continuation of this report. Options B and C are the add-ons for readers who want them. The full profile is where the orientation becomes a practice.

OPTION A
UNLOCK THE FULL PROFILE

The Full Profile.
\$29.95
ONE-TIME ♦ YOURS TO KEEP

The deep read on who you are, what to do on Monday, and how to ask for what you need.

- > All eight sections expanded into a 50 to 65 page web report plus a 35 to 45 page print PDF.
- > Full 28-question scenario assessment with subtypes.
- > Advanced AI Custom Instructions for every context you live in.
- > 150 AI credits and one quarterly retake included.

CONTINUE AT [WIREDTYPE.COM/FULL](https://wiredtype.com/full)

OPTION B
AI-WRITTEN, FOR ONE SPECIFIC PERSON

Interaction Guide. Included
ONE VOUCHER WITH THE FULL PROFILE

A tailored guide to working with one specific person in your life, by name.

- > Name a partner, a family member, a friend, or someone you work with.
- > AI writes a guide to how they tick and how you two fit together.
- > Conversation openers, what to do when you disagree, what to protect.
- > One voucher comes with the Full Profile; additional guides available as add-ons.

REDEEM AT [WIREDTYPE.COM/GUIDE](https://wiredtype.com/guide).

OPTION C
SHARE AND CONNECT

Share + Connect. Free to share
CONNECT UNLOCKS WITH THE FULL PROFILE

Send this profile to someone. Invite them to take theirs. Compare.

- > Share this profile with anyone in your circle who asks what makes you tick.
- > Invite someone to take the free assessment at wiredtype.com.
- > When they finish, you can connect your results and see how you fit.
- > Comparing results unlocks with the Full Profile.

USE THE SHARE QR ON THE RIGHT.



QR ♦ SCAN TO READ

View this report online.
Open on your phone or send yourself the link.
wiredtype.com/r/xK9r2Wp4qLm8



QR ♦ SCAN TO SHARE

Share with someone.
For anyone who should know how you actually work.
wiredtype.com/s/Pq3Lm9XnVz7kR4tBy2WfH8j6