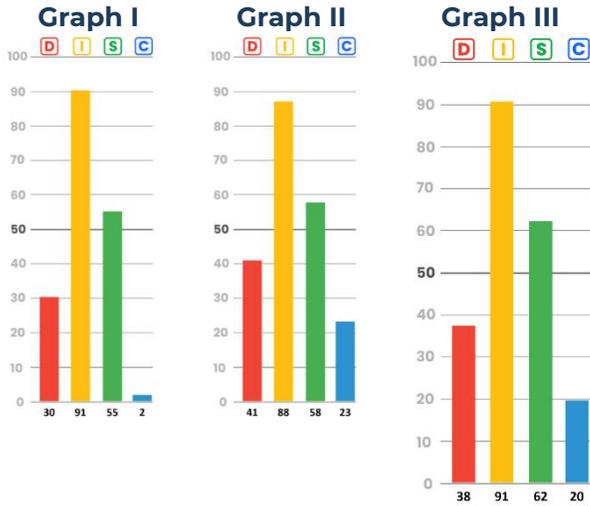


PART II - UNDERSTANDING YOURSELF



DISC describes you based on your observable behavior which can provide insights for others regarding your communication preferences and how you will likely interact with and respond to them.

MOTIVATORS describe you based on your values and beliefs. Understanding motivation helps reveal your preferences and why you do what you do. It is vital for aligned, superior performance that our motivators are satisfied by what we do.

Through this report you have an opportunity to discover (observe and evaluate) your behavioral responses in various environments and examine your unique values and what drives you to behave in the ways you do. You can explore your actions and reactions (and the actions and reactions of others) in a variety of situations and contexts to determine the most effective communication strategy or course of action to be sure you are living in alignment and able to express your best self.

MORE ABOUT YOUR DISC STYLE

In this portion of the report, you'll learn more about your DISC style behavioral tendencies and emotions. This information can be useful in helping you understanding your own behavior, and also support you in learning about and understanding others more effectively.

COMMUNICATION TIPS FOR OTHERS

The following suggestions can help others who interact with you understand and be aware of your communication preferences. To use this information effectively, share it with others and also discuss their preferences.

Check the two most important ideas when others communicate with you (dos & don'ts) and transfer them to the Summary of Your Style page.

WHEN COMMUNICATING WITH Hope, DO:

- Plan to talk about things that support Hope's dreams and goals.
- Ask for Hope's input regarding people and specific assignments.
- Present your ideas and opinions in a non-threatening way.
- Put the details in writing, but don't plan on discussing them too much.
- Provide assurances about Hope's input and decisions.
- Break the ice with a brief personal comment.
- Join in with some name-dropping and talk positively about people and their goals.

WHEN COMMUNICATING WITH Hope, DON'T:

- Be rude or abrupt in your delivery.
- Be vague or ambiguous.
- Leave decisions hanging in the air. Be certain all decision points have reached closure and result in plans for action.
- Talk down to Hope.
- Be overly task-oriented.
- Be impersonal or judgmental.
- Manipulate or bully Hope into agreeing.

DISC GENERAL CHARACTERISTICS

The narration below serves as a general overview of your behavioral tendencies. It provides a framework for understanding and reflecting on your DISC results. We've occasionally provided some coaching ideas so that you can leverage your strengths whenever possible to maximize your personal success.

With regard to decision making, you tend to listen carefully to alternatives before making a judgment. The decisions you tend to make are not knee-jerk or crisis reactions, but rather thoughtful deliberations taken in a manner that considers the full scope of outcomes. This doesn't mean that all of your decisions are necessarily correct, just that they are informed.

You have the ability to persuade others, not with hype, but rather with warmth, sincerity, and understanding. These are perhaps considered "soft sell" tools, but they can make a big impact. This skill comes from the merging of your "people skills," along with the fact that you tend to be more modest when dealing with people.

You tend to have a long fuse and seldom become visibly angry or agitated. You may harbor internal anger, but you tend not to vocalize it to those involved, instead perhaps "venting" to others not involved in the project. Overall, you tend not to seek direct confrontation about what is making you upset, which is a good thing as long as you don't let such conflicts boil to the surface.

You show a rare ability to get along with a wide variety of people. This comes from both your sincere interest in people and from your inherent patience in working with others. You may be able to bring various individuals together who might not otherwise cooperate.

Hope, your score pattern suggests a high degree of persistence and patience in working on projects. This can be especially important when the assignments are long, detailed, and involve a multitude of personal or complex tasks. Where others may lose patience and perhaps allow overall quality to lapse, you bring a unique pulse and tempo that can serve as a model for others.

Your responses indicate that you tend not to force your own ideas on others with edicts, but rather by offering carefully considered suggestions. This can be a key point of success in a variety of areas. It helps build both rapport and credibility with others and is a strength that you can affirm in a genuine way. The combination of your listening skills, people skills, and innate sincerity allow you to influence others and thus affect the results.

Hope, the responses you gave indicate that you tend to be unselfish and sensitive to the needs of others. This is a rare type of generosity that comes with no strings attached, hidden agendas, or ulterior motives. People who score like you get a genuine "rush" when they are helping others. That's the up-side. The flipside is that you may need to monitor yourself closely to make sure you are not spreading yourself too thin in your efforts to please everybody.

You score like those who prefer to establish long-term relationships, rather than brief, superficial ones. This perhaps comes from your preference toward stability in your lifespaces, and longer-term relationships may bring that stability. Friendships and acquaintanceships you have made in the past are important to you, even now.

YOUR BEHAVIORAL STYLE: Coach

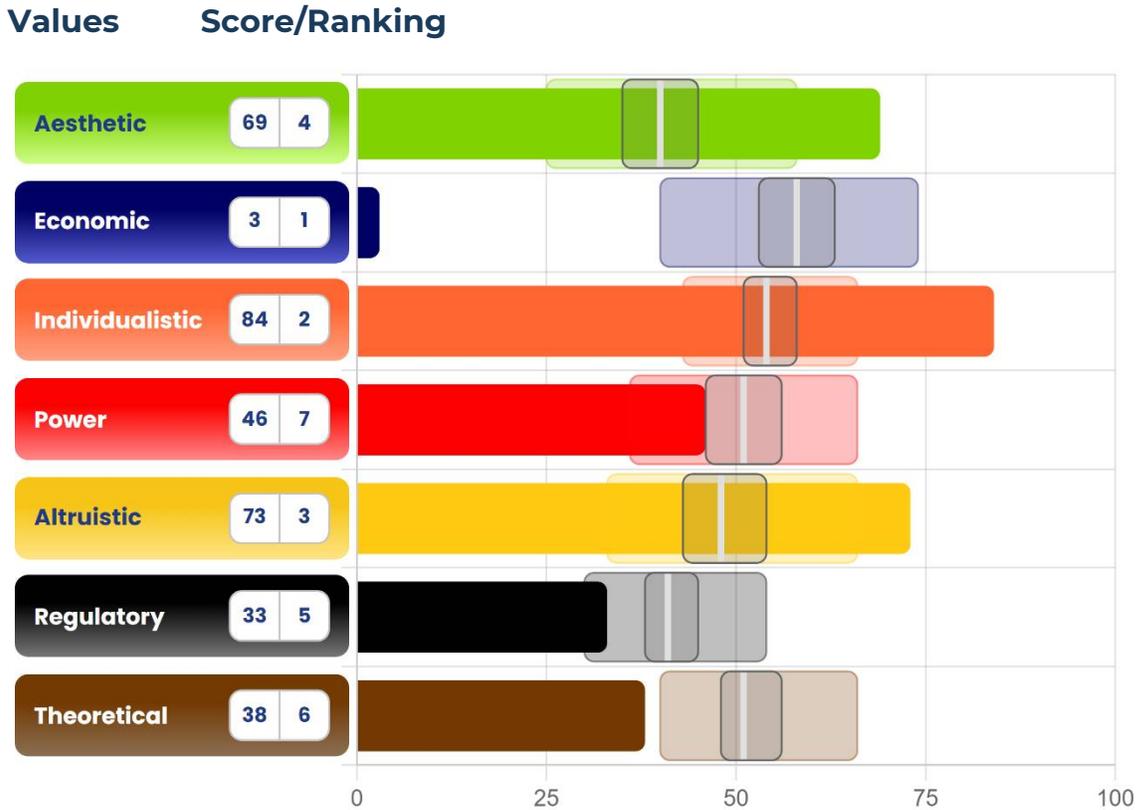
Coaches are adept at solving "people problems." They are seen as warm, empathetic and insightful. They like to form extended personal relationships and often develop a reputation for unobtrusive, contributory efforts when working with others. They can become too lenient with marginal contributors and tend to be too mild when issuing corrections, directions and expectations.

Coaches bring a great trait, as they actively listen to others and provide sincere support for their efforts. They bring sensitive insight when engaging with others and can make solid contributions without demanding to be the center of attention. Coaches can diffuse tense situations with their insightful observations about the big picture and both individual and group goals. They show both stability and engagement with others. They can increase effectiveness with a bit more urgency and more specific direction to others.

Below are some key behavioral insights to keep in mind and share with others to strengthen your relationships.

- Personal direction:** Building personal connections and encouraging with positive feelings
- Strengths offered:** A skilled and sincere stabilizing force in both good and difficult times
- General characteristics:** Able to engage with people and be a sincere listener
- Contributions to others:** Builds sincere relationships with others and provides a listening ear
- Getting along with others:** Accepting and open attitude toward others
- When stressed:** May become non-committal and overly trusting
- Keep in mind:** May avoid taking a firm stand on divisive issues
- Additional notes:** A great coach for everyone, but may need to take a more decisive stand at times

SUMMARY OF Hope's MOTIVATION



Personal Scores

Importance & Impact

- Importance: The score number & solid bar**
 Individual Score – shows how much passion you have for that dimension, and reveals how you'll likely express that Motivator
- Impact: Ranking**
 Distance from 50 (whether high or low) – indicates the order of influence that the motivator has on your decisions, from 1-7

Population Scores

Comparison

- The median line**
 Half of the population scores above and half scores below the median
- The grey box**
 AVERAGE scores fall in this range, based on comparison to population
- The shaded area**
 LOW & HIGH scores fall in this range, based on comparison to population

NOTE: If your score falls outside of the shaded area, you are driven differently than most of the population, whether your score is VERY LOW or VERY HIGH.

DETAILS OF Hope'S MOTIVATION



Aesthetic - Eccentric

You tend to think “alternatively” and will likely seek personal fulfillment, creative alternatives, and peace of mind rather than the status quo.



Economic - Satisfied

You appreciate and are likely satisfied with what you already have and will not exert your emotional energy to gain more.



Individualistic - Unrestricted

You will seek independence, freedom, and positions of autonomy where you can freely express and display your reasoning.



Power - Supportive

You can mediate all available ideas without an excessive need to control outcomes.



Altruistic - Sacrificial

You will seek to benefit others at your own personal expense and may find it very difficult to fight for what you want.



Regulatory - Independent

You believe there’s always another way when the current situation changes or roadblocks are apparent.



Theoretical - Surface Analyzer

You will tend to skip over information you consider unnecessary and will rely solely on what you already know.