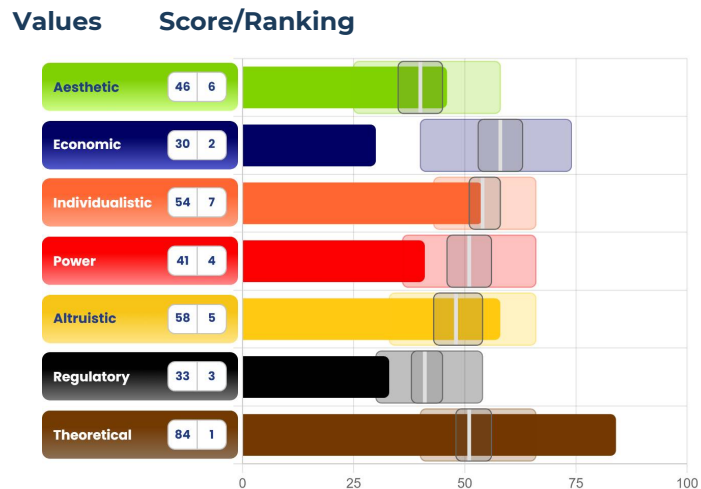
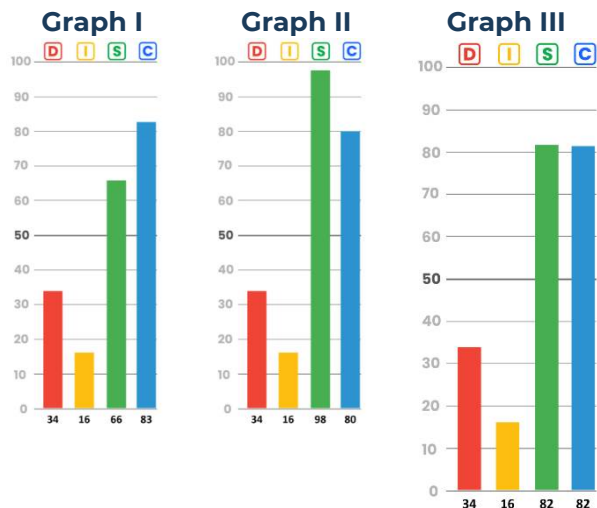


PART II - UNDERSTANDING YOURSELF



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 Eric, DO:

- ☐ Give Eric time to verify the issues and potential outcomes.
- ☐ Be sensitive to possible areas of disagreement as Eric may not be verbal about them.
- ☐ Make an organized appeal for Eric's support and contributions.
- ☐ Be certain that the information you have is credible.
- ☐ Assure Eric that there won't be any unexpected surprises.
- ☐ Be candid, open, and patient.
- ☐ Show sincere interest in Eric as a person.

WHEN COMMUNICATING WITH Eric, DON'T:

- ☐ Leave an idea or plan without backup support.
- ☐ Fail to follow through. If you say you're going to do something, do it.
- ☐ Make decisions for Eric.
- ☐ Offer assurances and guarantees that you can't fulfill.
- ☐ Be vague about what's expected of the group.
- ☐ Be rude, abrupt, or too fast-paced in your delivery.
- ☐ Offer promises that you can't keep.

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.

You demonstrate extremely high attention to detail as you strive for perfection. You strive to make things as high-quality as possible and may be disappointed when things turn out just "pretty good." Few people on the team have the ability to attend to details and to follow through the way you do.

Eric, your motto could be, "There is a right way and a wrong way to complete all projects, so let's do it the right way." Whether at home or at the office, you like to do things correctly. You score like those who read instructions and do their research before making decisions. Because of your dedication to precision and accuracy, you are more attentive to ensuring everything is done right when communicating, making a decision, or taking action.

You like your space to be neat and well-organized. When the workspace is clean and clutter-free, you are more able to focus clearly on the project at hand.

You set high performance standards for yourself and others and expect everybody to meet those standards. You have remarkably good quality control skills and a high degree of patience. These traits combine to allow you to aim your sights higher than some others on the team. You lead by setting the example yourself, rather than delegating to others and walking away.

You tend to make decisions slowly and carefully, only after consideration of all variables and input from others. Of the many patterns of behavioral styles, your scores put you among a minority of the population (a positive minority) who show the trait of careful and deliberate decision making when it comes to important decisions. We specify "important," because you may make routine decisions rather rapidly.

You are very conscientious and attentive to follow through in working on detailed projects and complex assignments. Others on the team can depend on you and the efforts you provide to make the project a success. Some on the team may not realize all of the work you have done, and all the thought you have given to the project, because much of it might have been done behind the scenes. To maintain your own sense of accomplishment, be certain that others on the team know what you're doing for them in the background. Your modesty may make this a challenge, but you should always find a time and place to make sure your efforts are being recognized.

You tend to evaluate others by how well they implement and execute procedures, standards, and quality action. You hold others accountable to the same high standards that you maintain for yourself. Those who demonstrate these high standards (as you know, they are somewhat rare) are individuals that you will tend to hold in esteem.

Eric, people who score like you may tend to get bogged down in details during the decision-making process, thinking that there may be more information forthcoming that might impact the choice. It's true that there will almost always be more information available if we continue to wait; however, there is also a time at which the collection of data must stop and the decision must be made. Be aware of this when facing a series of data-driven decisions.

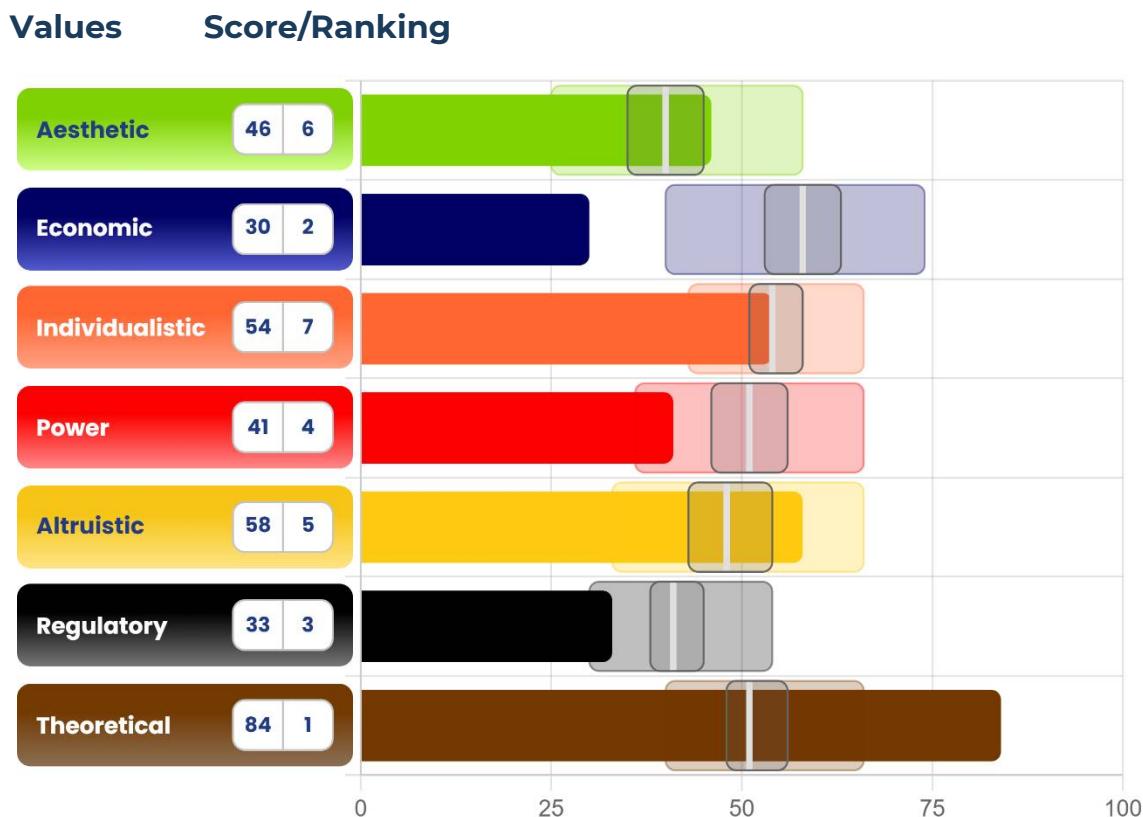
YOUR BEHAVIORAL STYLE: Formalist

Formalists bring a remarkable sense of attention to detail, precision, and maintaining stability within their empowerment boundaries. Given clear expectations, a timeline, and quality resources, Formalists will deliver quality results. They are cautious risk-takers and will move forward only when facts, details, and logic point the way. While they may not be outwardly verbal, they provide deep critical thinking behind their decisions. They should be encouraged to contribute their ideas and analysis to others more openly.

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

- ☐ **Personal direction:** Focus on reaching goals in a steady, reliable way
- ☐ **Strengths offered:** Will embrace and support high-quality results, including the important details, to reach goals
- ☐ **General characteristics:** Driven by high degree of detail awareness and follow-through on tasks and projects
- ☐ **Contributions to others:** Thorough, detailed, and accurate input to others' efforts and goals
- ☐ **Getting along with others:** Focuses on stability and accuracy of tasks completed
- ☐ **When stressed:** May engage in overly-cautious maneuvering and revert to too many negotiations
- ☐ **Keep in mind:** May rely too much on old ways of doing things and be hesitant to accept new methods
- ☐ **Additional notes:** High degree of accuracy and follow-through, but may bog down in details as a safety blanket

SUMMARY OF Eric'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 Eric'S MOTIVATION



Aesthetic - Divergent

You will likely possess an “inner awareness” and will desire to understand the moods, affections, and values of yourself and others.



Economic - Satisfied

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



Individualistic - Cooperative

You can both lead and follow and can be flexible between taking a stand or sitting quietly.



Power - Yielding

You are a better collaborator and won't likely seek position power or authoritative roles.



Altruistic - Obliging

You connect personally before connecting professionally and are always willing to lend a hand.



Regulatory - Independent

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



Theoretical - Scholarly

You have an excessive need to uncover, discover, and recover the truth and will spend the necessary time to learn it all.