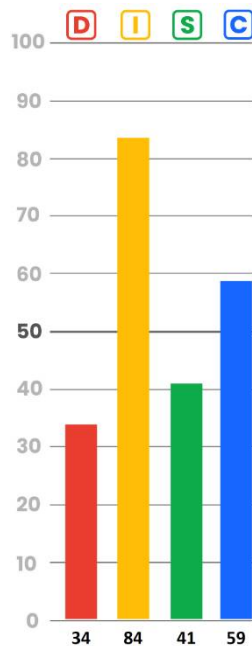


DISC Graphs for Lucy Rosengren

Your Adapted Style indicates you tend to use the behavioral traits of the **Ic style(s)** in the focus area you had in mind when completing the assessment. Your Natural Style indicates that you naturally tend to use the behavioral traits of the **I style(s)**.

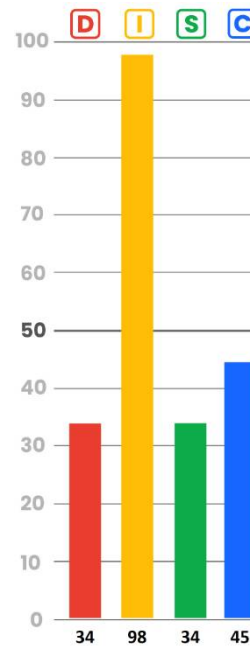
Your Adapted Style is your graph displayed on the left. It is **your perception of the behavioral tendencies you think you should use in your current environment, situation, or relationship**. This graph may change when you change roles or circumstances. The graph on the right is your Natural Style **and indicates the intensity of your instinctive behaviors and motivators**. It is often a better indicator of the “real you” and your “knee jerk,” instinctive behaviors. This is how you act when you feel comfortable in your home environment and are not attempting to impress. It is also what shows up in stressful situations. This graph tends to be fairly consistent, even in different environments.

Adapted Style



Pattern: Ic

Natural Style



Pattern: I

If you have scores under 10 or over 90, these are extended scores where the behavior becomes a **need**. If expressing that behavior isn't possible, you'll likely create situations where that *behavioral need* can be met.

If the bars are similar, it means that you tend to use your same natural behaviors in either environment. If your Adapted Style is different from your Natural Style, this may cause stress if over a long period of time. You are then using behaviors that are not as comfortable or natural for you.

The higher or lower each **D, I, S, C** point is on your graph, the greater or lesser your behavior impacts your results at work and with others around you. Once aware, you can adapt your style to be more effective. Can you change? Of course! You do it every day depending on your situations. However, permanent behavioral change comes only with awareness and practice.

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 Lucy, **DO**:

- Offer input on how to make ideas become reality.
- Put the details in writing, but don't plan on discussing them too much.
- Be engaging, stimulating, and fast-paced.
- Plan to talk about things that support Lucy's dreams and goals.
- Ask for Lucy's input regarding people and specific assignments.
- Use Lucy's own words to direct you back to the topic or issue at hand.
- Be certain to specify instructions for continuing action.

When Communicating with Lucy, **DON'T**:

- Talk down to Lucy.
- Get bogged down in facts, figures, or abstractions.
- Be cool, aloof, or regimented.
- Be impersonal or judgmental.
- Let the discussion with Lucy get caught in dreams too much, otherwise you'll lose time.
- Be overly task-oriented.
- Leave decisions hanging in the air. Be certain all decision points have reached closure and result in plans for action.

Your Motivators: Wants and Needs

Motivation is the enthusiasm or willingness to do something. Everybody is motivated; however, all people are motivated for their own reasons, not somebody else's. Simply, people are motivated by what they want.

Our behaviors are also driven by our needs. Each style has different needs. If one person is stressed, they may need quiet time alone; another may need social time around a lot of people. Each has different ways to meet their needs. The more fully our needs are met, the easier it is to perform at an optimal level.

Choose the two most important wants and the two most important needs and transfer them to the Summary of Your Style page.

You Tend to Be Motivated By:

- Acceptance as an important member of a group or team.
- An environment offering mobility and variety.
- Awards that recognize ability, skill, or achievements.
- A strong, visible group or organization to identify with.
- Assignments that allow for communication with a variety of contacts.
- A democratic environment with a free exchange of ideas.
- Interesting activities outside of the work environment. Some with similar scores like to be involved in volunteer and community activities.

People With Patterns Like You Tend to Need:

- An increased sense of urgency to get things done expediently.
- To have confidence in the project, product, goals, and leadership.
- Greater emphasis on tasks, organizational work, business, or profits.
- An environment where there is frequent communication and contact with people.
- Friendly, active people to associate with.
- Clear and specific job descriptions and role responsibilities.
- To be more practical and less ideological.

What you Bring to the Organization

This page provides useful insights for a job or as you work together on a team or family project. These are the talents and tendencies you bring. When used in environments that you are most effective in, you are likely to be self-motivated to accomplish great things. It is possible that you may not always be in an environment that allows you to be your best. We recommend you speak with your leader to see what can be incorporated into your current environment to help maintain your motivation. Check the two most important strengths, the two most important work style tendencies and the two most important environmental factors and transfer them to the Summary of Your Style page.

Your Strengths:

- You are able to generate enthusiasm in others.
- You bring optimism to the team.
- You demonstrate excellent verbal skills.
- You are able to communicate to large and small audiences, with equal poise and confidence.
- You supply a positive sense of humor.
- You are a flexible problem solver.
- You demonstrate excellent people skills.

Your Work Style Tendencies:

- You are able to meet others easily and readily, and are socially poised in small or large group situations.
- You tend to be very extroverted and may rely on creativity or spontaneity to make an activity more exciting.
- You may become easily bored by mundane or routine projects.
- You tend to seek specialized assignments that capitalize on your social and motivational skills.
- You convey a high trust level in the ability of others on the team to carry out their responsibilities and commitments.
- You have the ability to speak to audiences, and motivate others with poise, confidence, and excellent verbal skills.
- You tend to be optimistic and rely on that positivity to engage and motivate others.

You Tend to Be Most Effective In Environments That Provide:

- Freedom from controls, detail, and paperwork.
- The opportunity to network with others.
- Projects that allow you to motivate and persuade people.
- Variety in work tasks and projects.
- A democratic environment with participatory management.
- Public recognition for accomplishments.
- Freedom to move around, either in the office or around the country.