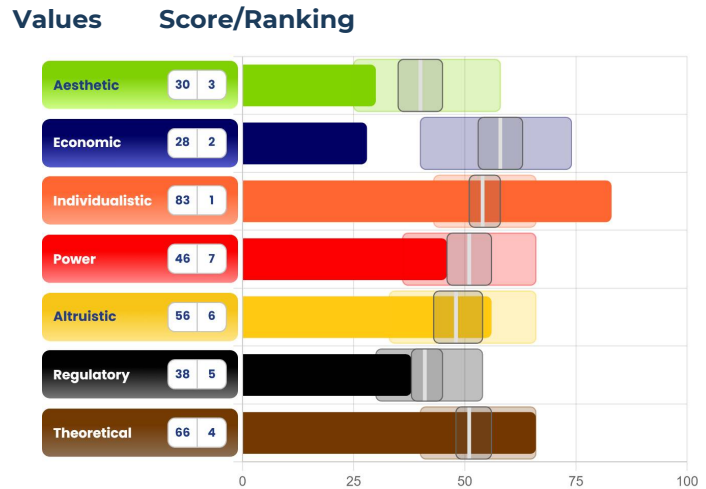
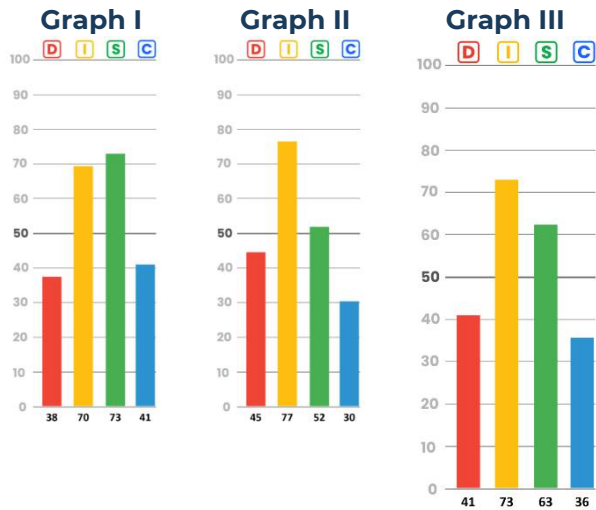


PART II - UNDERSTANDING YOURSELF



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 Kiki, DO:

- ☐ Put the details in writing, but don't plan on discussing them too much.
- ☐ Plan to talk about things that support Kiki's dreams and goals.
- ☐ Break the ice with a brief personal comment.
- ☐ Present your ideas and opinions in a non-threatening way.
- ☐ Plan some extra time in your schedule for talking, relating, and socializing.
- ☐ Ask for Kiki's input regarding people and specific assignments.
- ☐ Be certain to conclude the communication with some modes of action and specific next steps for all involved.

WHEN COMMUNICATING WITH Kiki, DON'T:

- ☐ Offer assurances and guarantees you can't fulfill.
- ☐ Be rude or abrupt in your delivery.
- ☐ Let the discussion with Kiki get caught in dreams too much, otherwise you'll lose time.
- ☐ Leave the idea or plan without backup support.
- ☐ Be overly task-oriented.
- ☐ Be vague or ambiguous.
- ☐ Talk down to Kiki.

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.

Your response pattern to the instrument indicates that you have an empathetic listening style. As you know, this is a rare gift. Some listening skills can be taught, but the inherent, sincere listening that you demonstrate is something innate.

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 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 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.

Others may tend to seek you out for assistance or advice. This is because they perceive you as being sensitive to their needs, and because you provide a stable and consistent point of view for them. You may be seen as a coach or counselor that they can count on to listen to ideas and input. That's good, as long as it doesn't hamper your ability to complete your own tasks.

You show the ability to meet new people easily and confidently. Some individuals are reticent about meeting others, but you have a warmth and comfort to your style that makes new acquaintanceships easy for you. Your inherent optimism also helps exude a personal confidence without coming off as arrogant. It's a rare gift to show confidence while keeping your ego in check, and others are likely to welcome this style.

Kiki, 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.

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.

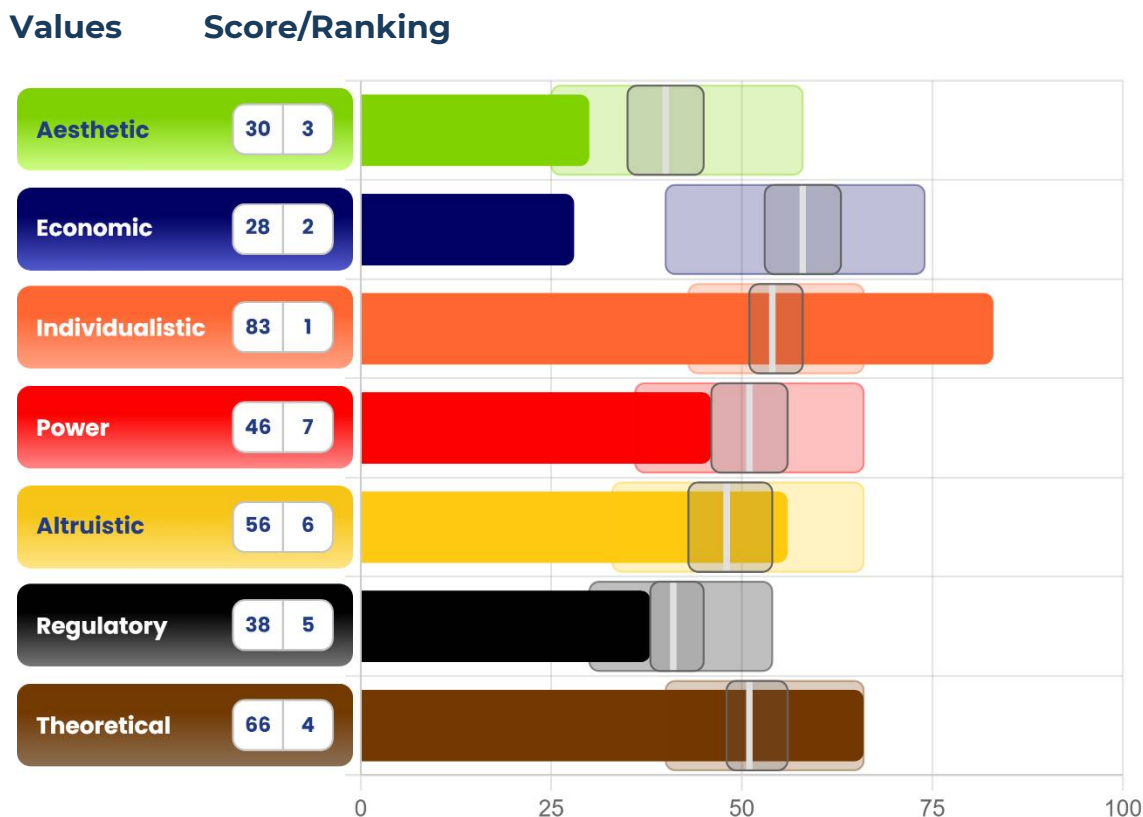
YOUR BEHAVIORAL STYLE: Coach

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 Kiki'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 Kiki'S MOTIVATION



Aesthetic - Practical

You may be more interested in functional approaches that generate a practical return rather than experiencing the uniqueness of a process.



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 - Obliging

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



Regulatory - Flexible

You understand structure but will not be bound by another's idea if it does not work for you.



Theoretical - Studious

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