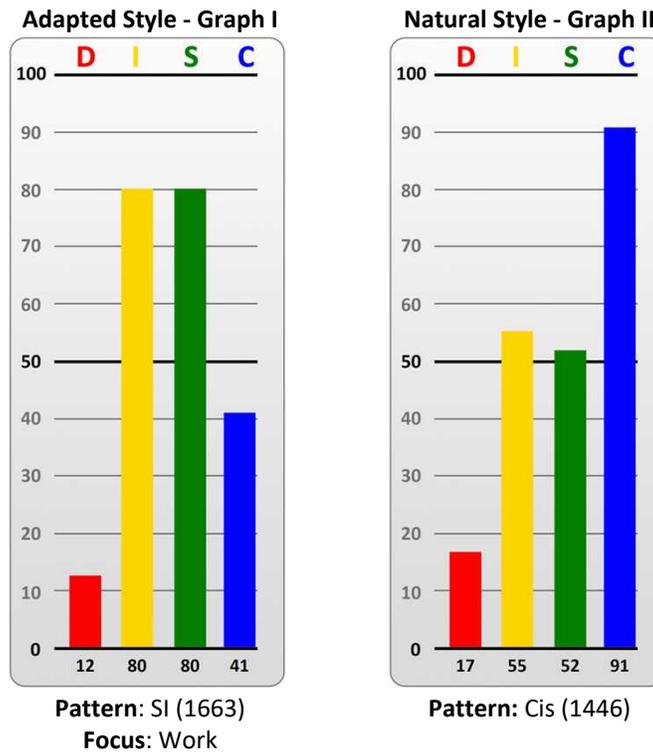


DISCstyles eGraphs for Corey Barker

Your Adapted Style indicates you tend to use the behavioral traits of the SI style(s) in your selected Work focus. Your Natural Style indicates that you naturally tend to use the behavioral traits of the Cis 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 selected focus** (work, social or family). This graph may change when you change roles or situations. 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.



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 four-digit numbers (under the graphs) represent your segment numbers in DISC order and dictate the adjectives highlighted on the Word Sketch pages.

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 Corey, DO:

- Provide clear, specific solutions, and support your position with pros and cons.
- Ask for Corey's input regarding people and specific assignments.
- Join in with some name-dropping, and talk positively about people and their goals.
- Be certain that individual responsibilities are clear, in writing, and that there are no ambiguities.
- Be accurate and realistic, don't over-inflate ideas or outcomes.
- Do your homework, because Corey's homework will already be done.
- Provide testimonials from people Corey sees as important and prominent.

When Communicating with Corey, DON'T:

- Rush the issue or the decision-making process.
- Offer promises that you can't keep.
- Push too hard.
- Be unrealistic with deadlines.
- Be vague about what's expected of the group.
- Get in the habit of manipulating ideas quickly.
- Make decisions for Corey.

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:

- A supportive and encouraging working environment in which you are free to express yourself.
- Complete explanations of systems and processes that impact your work environment.
- A strong, visible group or organization to identify with and be proud of.
- Projects and challenges of a highly specialized nature that support your natural curiosity and detail orientation, while also allowing you to demonstrate your skills and competence.
- Assignments that allow for communication with a variety of contacts.
- Sufficient time to adjust to change, so as not to disrupt systems and processes.
- Social recognition and/or awards to confirm ability, skill, or achievements.

People With Patterns Like You Tend to Need:

- Reassurance for taking appropriate and calculated risks.
- To feel valued for your contributions to the team's success.
- To have confidence in the project, product, goals, and leadership.
- Work assignments requiring high degrees of precision and accuracy, to capitalize on your high detail orientation.
- Reassurance that the long hours spent on a project are worthwhile in building a successful outcome.
- Participation in team efforts and activities.
- Complete explanations of processes, and the internal systems used.

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 always well-prepared for meetings. You do your homework and expect the same of others.
- You are technically skilled and proficient in your area of specialty. You develop systems, utilities, and procedures with high-quality standards.
- You are skilled in dealing with details (e.g., precise standards, data, and fine print) with accuracy and confidence.
- You are able to remain objective in emotional situations.
- You are a cooperative team player who respects organizational policies and protocol. You are able to get along with a variety of other behavioral styles.
- You are a reflective, critical thinker, able to comprehend complex or abstract systems, assist with solutions, and get others on board with the project.
- Your remarkable consistency allows you to maintain a stable and predictable pace to complete complex projects. You demonstrate a tireless work ethic in getting the job done.

Your Work Style Tendencies:

- You tend to be rather friendly and easy-going in your interactions with others.
- You tend to be modest, but also have the ability to become assertive when necessary for emphasis.
- You are articulate about many different topics and issues.
- You tend to make decisions based on factual data.
- You place high expectations on yourself and others and are able to help coach others to higher standards of quality.
- You may tend to become vocally disappointed when standards aren't met, or when a project gets delayed.
- You have a large base of knowledge, and a continuing appetite to learn more and seek expertise in specialized subjects.

You Tend to Be Most Effective In Environments That Provide:

- Support for critical thinking skills and logical, rather than emotional, decision making.
- Clear areas of responsibility with minimal ambiguities.
- Established practices, procedures, and protocols.
- A place relatively free of interpersonal conflict and hostility.
- Appreciation for your long hours and work ethic on tough projects and assignments.
- A democratic environment with participatory management.
- Public recognition for accomplishments.