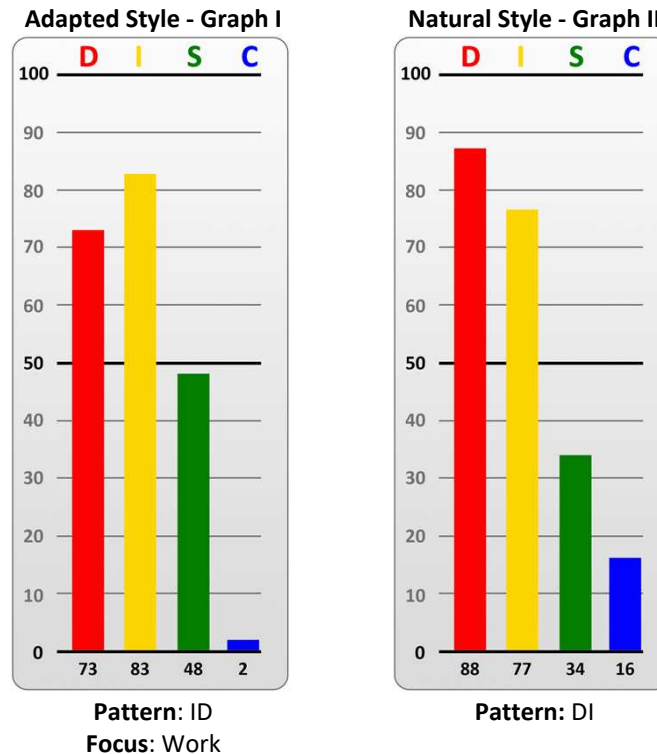


DISCstyles Graphs for Delaney Walker

Your Adapted Style indicates you tend to use the behavioral traits of the ID style(s) in your selected Work focus. Your Natural Style indicates that you naturally tend to use the behavioral traits of the DI 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 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 Delaney, DO:

- Plan to talk about things that support Delaney's dreams and goals.
- Plan some extra time in your schedule for talking, relating, and socializing, but let Delaney take the lead, and don't be surprised if the socializing ends abruptly.
- Do your homework and be prepared with goals, objectives, support materials, etc., but don't plan on using all of them. Have the material with you as support.
- Give Delaney the opportunity to express opinions and make some of the decisions.
- Be certain to conclude the communication with some modes of action and specific next steps for all involved.
- Be specific about what's needed, and who is going to do it.
- Be prepared to handle some objections.

When Communicating with Delaney, DON'T:

- Speculate wildly without factual support.
- Get bogged down in facts, figures, or abstractions.
- Let the discussion with Delaney get caught in dreams too much, otherwise you'll lose time.
- Leave loopholes or vague issues hanging in the air.
- Leave decisions hanging in the air. Be certain all decision points have reached closure and result in plans for action.
- Be overly task-oriented.
- Ask rhetorical or useless questions.

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 climate allowing for communication with new people.
- Recognition for the skills, insight, and problem-solving you dedicate and contribute on a daily basis.
- New problems to solve and new challenges to address.
- The existence of a variety of challenges and goals which offer you opportunities to demonstrate your skills and abilities.
- An environment that provides rapid advancement to positions of higher responsibility.
- Having authority equal to the responsibility you are given.
- Having the power to control your own career destiny, and make the necessary choices and decisions in fulfilling that destiny.

People With Patterns Like You Tend to Need:

- To become more aware of your impact and approach toward others in the organization.
- To realize that you may not always be the leader of every team or task force.
- A clear job description, in writing.
- To understand the limits of your authority, and not to overstep those boundaries.
- To keep from overreacting to things.
- To soften or mask emotions at times, especially when dealing with more introverted people.
- An organization that practices participatory leadership.

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 have the ability to develop bold and new solutions independently, without deferring to others.
- You are able to efficiently multi-task, maintaining control over many projects simultaneously.
- You are ready to take the credit or assume the blame for the results.
- You approach challenges in a forceful, direct, and bottom-line savvy manner.
- You are highly driven toward solutions and success, and enjoy bringing others with you on the journey.
- You are able to jump into the middle of a project in process, get people on board, and make decisions quickly.
- You tend to take on challenging assignments or difficult tasks, and succeed with them.

Your Work Style Tendencies:

- You possess the ability to motivate others on the team, and to help get projects done on time and within budget.
- You want to achieve tangible, measurable, real-time results.
- You want to be seen by others as flexible, versatile, and positive, in all environments.
- You tend to express a very high sense of urgency on projects and work tasks.
- You are motivated to be a very active agent in everything you do.
- Your highly assertive and persuasive nature sets the tone for projects and activities in which you are involved.
- You may be perceived by some as aggressive, in your strong determination to meet or exceed expectations.

You Tend to Be Most Effective In Environments That Provide:

- Opportunities to see immediate results.
- Challenges in building new territory or networks of people.
- Freedom from mundane, repetitive details.
- A climate that supports innovative ideas.
- Assignments involving motivational skills in leading others.
- A high degree of contact with people, and an abundance of problems to solve.
- A broad bandwidth of operation and influence.