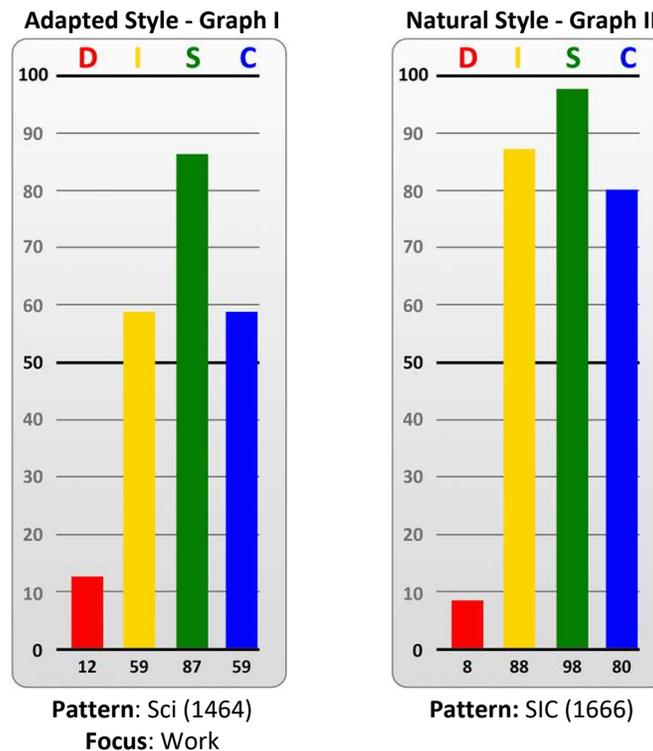


## DISCstyles eGraphs for Katie Solomon

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

- Assure Katie that there won't be any surprises.
- Give Katie time to verify the issues and potential outcomes.
- Provide testimonials from people Katie sees as important and prominent.
- Break the ice with a brief personal comment.
- Provide clear, specific solutions, and support your position with pros and cons.
- Be certain to conclude the communication with some modes of action and specific next steps for all involved.
- Provide logical and practical evidence.

### **When Communicating with Katie, DON'T:**

- Push too hard.
- Leave the idea or plan without backup support.
- Get in the habit of manipulating ideas quickly.
- Be vague about what's expected of the group.
- Make decisions for Katie.
- Offer promises that you can't keep.
- Be disorganized or sloppy.

## 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:**

- Knowledge that the products and services offered are of the highest quality, and that high standards are supported by all members of the organization.
- 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.
- Interesting activities outside of the work environment. Some with similar scores like to be involved in volunteer and community activities.
- Social recognition and/or awards to confirm ability, skill, or achievements.
- A home life that is supportive of the work demands.
- Acceptance as an important member of a group or team.
- Complete explanations of systems and processes that impact your work environment.

### **People With Patterns Like You Tend to Need:**

- To feel valued for your contributions to the team's success.
- Peers with equal ability, competence, and work ethic.
- Complete explanations of processes, and the internal systems used.
- An increased sense of urgency to get things done expediently.
- 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 for taking appropriate and calculated risks.

## 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 remain objective in emotional situations.
- You combine people skills, patience in working with others, quality control, and attention to details in a versatile blend of talent and expertise.
- You may be seen as the hub of the wheel, always at the center of many activities.
- 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 can be depended upon to do what you say you will do.
- Your stable manner and sincere approach give you a rare ability to placate people who are angry or upset.
- You are able to provide strengths on both the "people side" and the technical side of projects and operations.

### **Your Work Style Tendencies:**

- You have the ability to focus on building your own skills and talents, while also assisting others on the team in building their own skills.
- You have the ability to self-manage much of your own workload.
- You tend to be vocal with others when areas of responsibility need to be delegated.
- You may tend to become vocally disappointed when standards aren't met, or when a project gets delayed.
- You are articulate about many different topics and issues.
- You place high expectations on yourself and others and are able to help coach others to higher standards of quality.
- You have the ability to handle people with patience.

### **You Tend to Be Most Effective In Environments That Provide:**

- Public recognition for accomplishments.
- A democratic environment with participatory management.
- Appreciation for your long hours and work ethic on tough projects and assignments.
- Opportunities to work with people with whom you have developed trust, rapport, and credibility.
- Time to reflect and think about pros and cons to solutions.
- A place relatively free of interpersonal conflict and hostility.
- Complete information, details, and examples with no gaps or surprises.