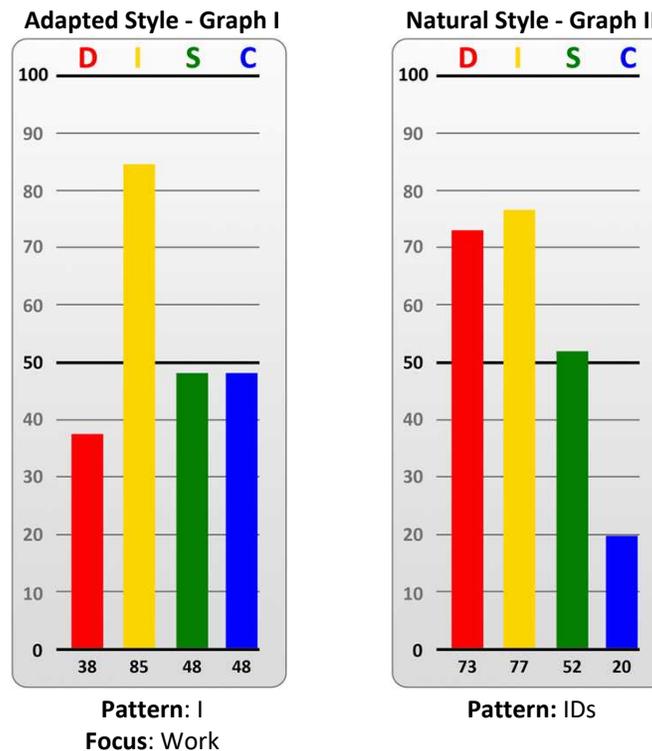


## DISCstyles Graphs for Kim Giordano

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

- Put the details in writing, but don't plan on discussing them too much.
- Be certain to conclude the communication with modes of action and specific instructions for the next step.
- Provide immediate incentives for Kim's willingness to help on the project.
- 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.
- Be engaging, stimulating, and fast-paced.
- Motivate and persuade Kim by pointing out objectives and expected results.
- Give Kim the opportunity to express opinions and make some of the decisions.

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

- Get bogged down in facts, figures, or abstractions.
- Leave loopholes or vague issues hanging in the air.
- Let the discussion with Kim get caught in dreams too much, otherwise you'll lose time.
- Don't stick too rigidly to the agenda.
- Forget or lose things necessary for the meeting or project.
- Speculate wildly without factual support.
- Engage in rambling discussion, and waste Kim's time.

## 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:**

- Independence and autonomy.
- Mobility in the work position, as opposed to staying in one workstation all day.
- New experiences and a variety of activities.
- Participatory administrative infrastructure, and a democratic supervisor or board.
- Wielding authority equal to the responsibility you are given.
- Social or public recognition for accomplishments and successes.
- Influence and power to delegate in order to achieve results.

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

- To be more aware of your impact on other people, especially in pressure situations.
- Freedom to express your own ideas, initiatives, and creativity.
- Support when dealing with detailed work and repetitive tasks.
- Opportunities for leadership, self-development, rapid learning, broad scope of operations, and advancement.
- To be presented with the expected outcome of a project or assignment, and to be evaluated on that outcome.
- Appreciation for the hard work you bring to the team.
- Opportunities for involvement with a wide variety of people, both in and out of the organization.

## 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 make decisions quickly and to take the credit or blame for the outcome of decisions.
- You demand a high performance from yourself and others.
- You are a very active agent in all that you do.
- You have excellent presentation skills when dealing with groups. You bring a poised, confident, and engaging message to any audience.
- You have the ability to use discipline in an appropriate manner, often effecting win-win situations.
- You have a strong tendency to work toward making things happen, rather than waiting for things to happen.
- You are able to juggle many projects and activities simultaneously, while maintaining a keen awareness of the status of each.

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

- You are able to delegate, while maintaining control over activities within the project.
- You project emotional strength and a talent for working with others.
- You excel at promoting ideas, opportunities and people.
- You are decisive and like to get things done quickly and efficiently.
- You are poised, confident, and very articulate in front of large or small groups.
- You are a self-starter with a strong competitive edge.
- You set high operational goals for yourself and others and expect all involved to provide maximum effort.

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

- An organizational eye toward the future that rewards innovation and encourages creative risk-taking.
- Assignments involving the motivation and persuasion of a network of people.
- Responsibilities requiring a high degree of decisiveness.
- A responsive team with which to work and associate.
- A variety of challenging assignments with high-stakes opportunities for success.
- A system of evaluation based on the results achieved, rather than the process used to achieve the results.
- A workplace that frees you from many details and heavy supervision.