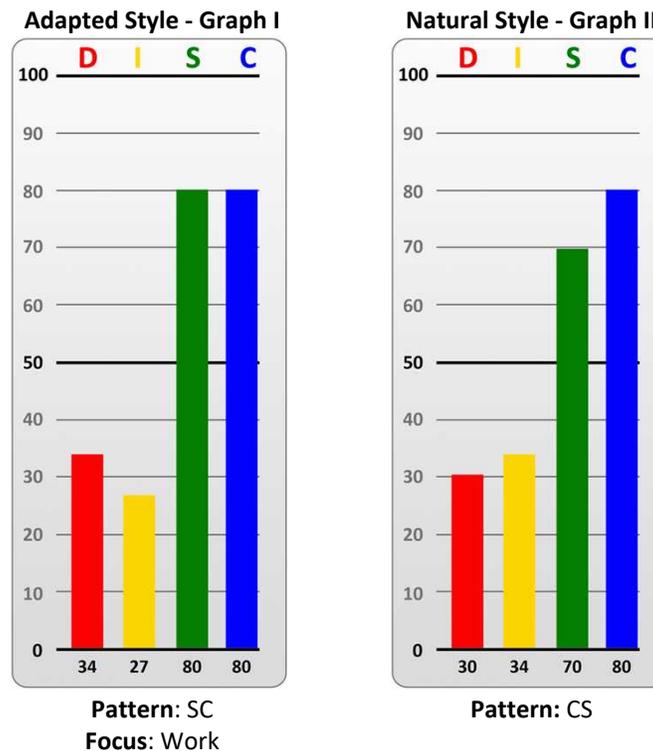


DISCstyles Graphs for Joella Krasovic

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

- Do your homework, because Joella's homework will already be done.
- Give Joella time to verify the issues and potential outcomes.
- Make an organized appeal for Joella's support and contributions.
- Be certain that the information you have is credible.
- Be certain that individual responsibilities are clear, and that there are no ambiguities.
- List pros and cons to suggestions you make.
- Be candid, open, and patient.

When Communicating with Joella, DON'T:

- Make decisions for Joella.
- Leave things up in the air, or decide by chance.
- Be vague about what's expected of the group.
- Offer assurances and guarantees that you can't fulfill.
- Be rude, abrupt, or too fast-paced in your delivery.
- Offer promises that you can't keep.
- Fail to follow through. If you say you're going to do something, do it.

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:

- Having sufficient time to adjust to change, so as not to disrupt systems or processes.
- The knowledge that the products and services offered are of the highest quality.
- A home life that is supportive of work demands.
- A link to some of the traditions that have built success in the past.
- High quality control standards that are respected by all members of the organization, not just by a few people.
- Work projects of a highly specialized nature that support your natural curiosity and detail orientation, as well as allow you to demonstrate your skill and competence.
- Tasks which are completed the right way the first time, so that errors don't have to be corrected later.

People With Patterns Like You Tend to Need:

- Reassurance that your contributions are significant to the success of the team.
- Sufficient time for effective planning, especially prior to change.
- Reassurance for taking appropriate and calculated risks.
- Work assignments requiring high degrees of precision and accuracy, to capitalize on your high detail orientation.
- Complete explanations of processes and the internal systems used for completion.
- Reassurance that the long hours you dedicate to projects are worthwhile for building a successful outcome.
- An increased urgency to take advantage of opportunities.

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 tactful in explaining ideas that may impact others on the team.
- You have an excellent, considerate, analytical listening style.
- You take your responsibilities seriously and exercise your authority in a sincere and conscientious manner.
- You are patient in working with others on the team and demonstrating detailed methods for completing a project.
- You provide an objective, reality-focused view of systems, procedures, and organizational operations.
- You maintain a high degree of accuracy while keeping an eye toward project deadlines.
- You are especially careful that there are no loose ends on a project that may have been overlooked by others.

Your Work Style Tendencies:

- You set high performance standards for yourself and others, and expect everybody to meet those standards.
- You need to feel well-informed regarding specific details related to your area of authority and responsibility.
- You may get bogged down in details due to your tendency to keep the "data gate" open too long. You always worry that there may be more information forthcoming that can impact the direction of the decision.
- You will take calculated, educated risks only after a thoughtful analysis of the facts and data, and after you have examined all options and potential outcomes.
- You tend to judge others on the job by objective standards and prefer to be evaluated yourself in the same way.
- You like your workspace to be neat, well organized, and tidy, with everything in its place.
- On work-related projects, you tend to be restrained and reticent with your emotions. You may not be openly verbal at a team or organizational meeting unless asked for input, or if the topic is of high personal importance.

You Tend to Be Most Effective In Environments That Provide:

- Established practices, procedures, and protocols.
- A secure work situation.
- Support for your critical thinking skills, and encouragement to make decisions based on logic over emotion.
- Identification with the team or greater organization.
- Freedom from intensely pressured decisions.
- Highly specialized assignments and technical areas of responsibility.
- A close-knit group of people with whom you have developed mutual trust, rapport, and credibility.