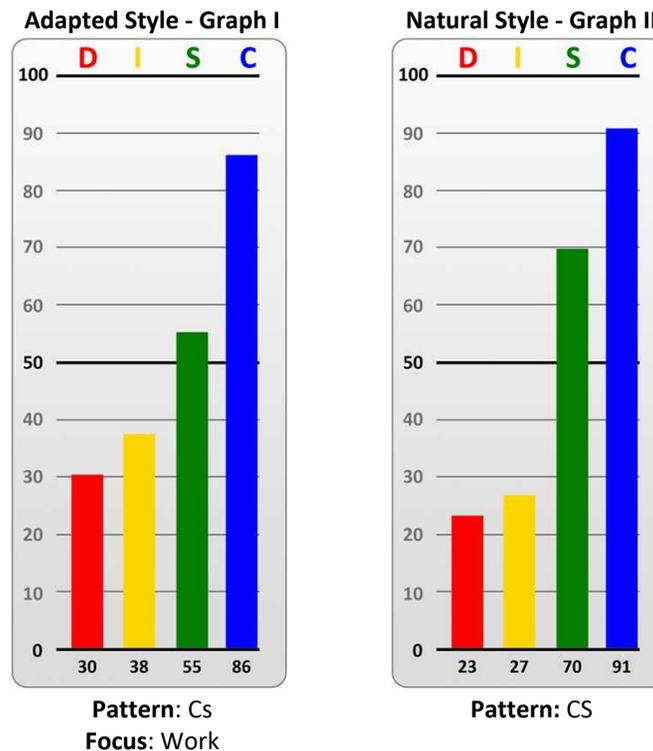


DISCstyles Graphs for Carlo Magno Lazado

Your Adapted Style indicates you tend to use the behavioral traits of the Cs 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 Carlo Magno, DO:

- Make an organized appeal for Carlo Magno's support and contributions.
- Approach issues in a logical, straightforward, and factual way.
- Present your ideas and opinions in a non-threatening way.
- Give Carlo Magno time to verify the issues and potential outcomes.
- List pros and cons to suggestions you make.
- Be certain that individual responsibilities are clear, and that there are no ambiguities.
- Carlo Magno will follow through, so you should be certain to follow through on your part.

When Communicating with Carlo Magno, DON'T:

- Fail to follow through. If you say you're going to do something, do it.
- Leave an idea or plan without backup support.
- Offer promises that you can't keep.
- Rush the issues or the decision-making process.
- Make decisions for Carlo Magno.
- Be rude, abrupt, or too fast-paced in your delivery.
- Leave things up in the air, or decide by chance.

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:

- Sincerity from peers and colleagues.
- The knowledge that the products and services offered are of the highest quality.
- Appreciation for the competence and work ethic demonstrated over the long haul.
- The assurance that changes are made thoughtfully, carefully, and only when proven to be necessary.
- 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.
- High quality control standards that are respected by all members of the organization, not just by a few people.

People With Patterns Like You Tend to Need:

- Sufficient time for effective planning, especially prior to change.
- Reassurance that the long hours you dedicate to projects are worthwhile for building a successful outcome.
- Reassurance for taking appropriate and calculated risks.
- Reassurance that your contributions are significant to the success of the team.
- An increased urgency to take advantage of opportunities.
- Complete explanations of processes and the internal systems used for completion.
- Greater participation in team efforts and activities which would provide you with a broader perspective and greater ability to see the "big picture."

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 patient in working with others on the team and demonstrating detailed methods for completing a project.
- You are tactful in explaining ideas that may impact others on the team.
- You are especially careful that there are no loose ends on a project that may have been overlooked by others.
- You provide an objective, reality-focused view of systems, procedures, and organizational operations.
- You take your responsibilities seriously and exercise your authority in a sincere and conscientious manner.
- You provide valuable input on projects by considering possible pitfalls that others on the team may have overlooked.
- You may be sought after by other members of the team because of your complete knowledge of processes and procedures.

Your Work Style Tendencies:

- 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 set high performance standards for yourself and others, and expect everybody to meet those standards.
- You give careful consideration to all variables and input on a project. This process may take a bit more time, but it will yield a quality outcome.
- You persuade others on the team by careful attention to detail, and through facts, data, and logic.
- 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.
- Naturally time-sensitive, you keep a careful eye on the organizational clock and maintain a keen awareness of timelines.
- You need to feel well-informed regarding specific details related to your area of authority and responsibility.

You Tend to Be Most Effective In Environments That Provide:

- Established practices, procedures, and protocols.
- Highly specialized assignments and technical areas of responsibility.
- Activities that can be monitored from beginning to end.
- A secure work situation.
- Freedom from intensely pressured decisions.
- Support for your critical thinking skills, and encouragement to make decisions based on logic over emotion.
- Few sudden shocks, unexpected problems, or crises.