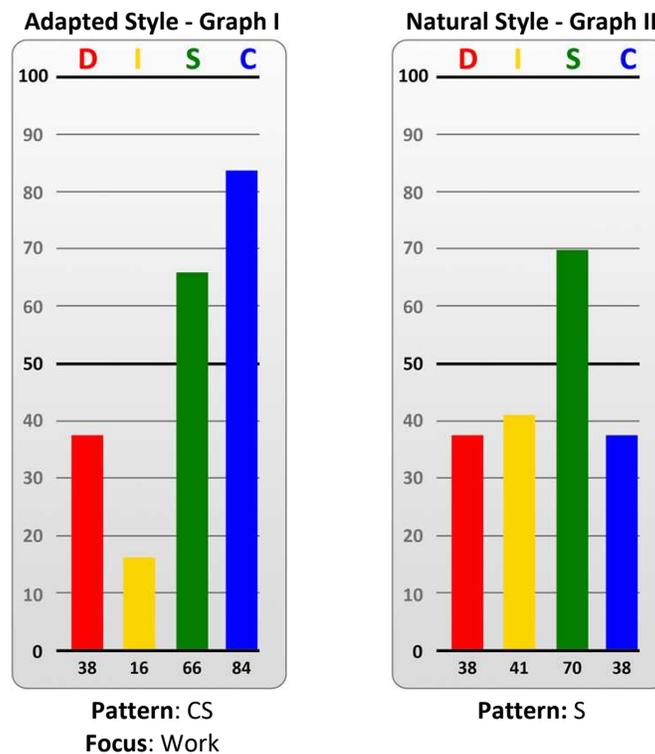


DISCstyles Graphs for Lizette Llamas

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 S 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 Lizette, DO:

- Observe carefully for possible areas of disagreement, as Lizette may not be verbal about them.
- Provide assurances about Lizette's input and decisions.
- Be casual and informal with gestures and body language.
- Present ideas and opinions in a non-threatening way.
- Ask 'how' oriented questions to draw out Lizette's opinions.
- Break the ice with a brief personal comment.
- Provide clear, specific solutions.

When Communicating with Lizette, DON'T:

- Offer assurances and guarantees that you can't fulfill.
- Force Lizette to agree quickly with your objectives and position. Instead, provide some time for Lizette to warm up to the ideas and for mutual ownership.
- Leave an idea or plan without backup support.
- Say, "Listen to me, here's how I think we should do it."
- Be rude, abrupt, or too fast-paced in your delivery.
- Stick coldly to the business agenda.
- Offer promises that you can't keep.

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:

- Links to some of the proven traditions that have built success in the past.
- Feeling secure.
- Identification with a company and colleagues that one can be proud of.
- Established procedures on which a base of successful processes can be built.
- Sincerity from peers and colleagues.
- A home life that is supportive of the work demands.
- Having sufficient time to adjust to change, so as not to disrupt systems and processes.

People With Patterns Like You Tend to Need:

- Sufficient time to consider alternatives prior to making changes.
- Products and processes that you can believe in.
- An environment that involves minimal sudden changes and crisis situations.
- A reminder that your contributions are significant to the success of the team.
- Reassurance and support for taking appropriate and calculated risks.
- Reassurance that the long hours you spend on projects are worthwhile.
- Options for increasing the efficiency of certain methods or procedures.

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 considerate of others on the team; reflective and cool-headed under pressure.
- You manage to build good team relationships without being an extremist.
- You are able to reconcile various factions within a group, and you do so in a sincere and stable manner.
- You are patient in working with others on the team.
- You have a rare ability to calm people who are angry or upset.
- You have an excellent listening style.
- You are an excellent teacher or coach to others on the team, especially in situations requiring patience and specialized skills.

Your Work Style Tendencies:

- You tend to be more modest than egocentric, and as a result you are able to work well with a variety of other styles.
- You work very effectively in specialized areas and may serve as the "glue" that holds a complex project together.
- When dealing with work routine, stability is important to you.
- You tend to have deep family connections and may hesitate to travel for extended periods of time away from your family.
- Cooperative by nature, you are more likely to say "yes" when asked to help out with a colleague's project or problem.
- You show an extremely high level of patience when working with others.
- You prefer maintaining the status quo and dislike making changes just for the sake of change.

You Tend to Be Most Effective In Environments That Provide:

- Appreciation for your long hours and work ethic on tough projects and assignments.
- Sufficient time to adjust to procedural changes in the workplace.
- Clear areas of responsibility with minimal ambiguities.
- Interaction with people in a comfortable, non-hectic manner.
- An environment relatively free from interpersonal conflict and hostility.
- Identification with the team or greater organization.
- A work environment that sincerely cares for the people involved.