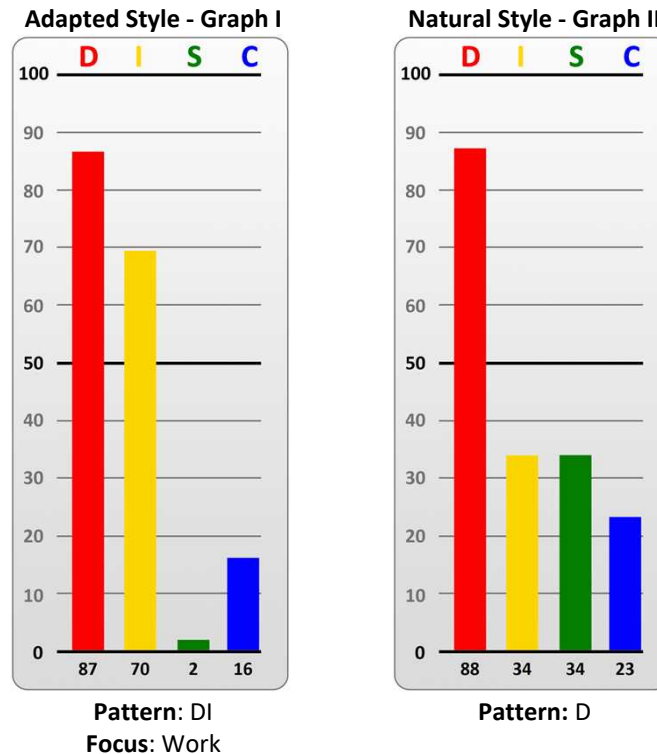


## DISCstyles Graphs for James McBride

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

- When you disagree, take issue with the methods or procedures, not with the person.
- Ask "what"-oriented questions that close the issue or topic.
- 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.
- Stick to business matters only.
- When you agree, support the ideas and potential results, rather than supporting the person responsible for the results.
- Be clear in your explanations.
- Get to the point quickly, and don't ramble.

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

- Be sloppy or disorganized.
- Try to develop "too close" a relationship, especially too quickly.
- Make guarantees and assurances when there is a risk in meeting them.
- Make decisions for James.
- Let it reflect on James personally when in disagreement.
- Engage in rambling discussion, and waste James's time.
- Forget or lose things necessary for the meeting or project.

## 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:**

- Support for your ideas and initiatives.
- Opportunities for advancement and career expansion.
- Independence to be able to act on ideas, and to express creativity in solving problems.
- People around you who are efficient in getting things done, and effective in working with people.
- A variety of experiences and new challenges.
- Opportunities to express your ideas and opinions.
- Having control over your own destiny and career path.

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

- An understanding of your boundaries to keep from overstepping your authority.
- To delegate routine or detailed tasks after you have mastered them in order to increase efficiency.
- To curb intensity in less urgent situations.
- To soften your approach a bit, and take it down a notch, so as not to be so blunt and critical.
- Straight-forward, direct communication.
- To understand the results that are expected of you, and to be judged on the results, rather than the methods used to achieve the results.
- To win people over by displaying a greater empathy for others.

## 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 a self-starter who doesn't wait for external things to happen.
- You are a quick and efficient problem solver.
- You bring innovative ideas and solutions.
- You are a competitive player, on and off the job.
- You are able to analyze situations quickly and reach a decision.
- You have a strong sense of urgency when it comes to getting things done.
- You are self-reliant, with the ability and innovation to blaze new trails.

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

- You are very self-reliant, always looking to find your own solutions.
- You tend to rely more heavily on your own evaluations and decisions, than on the input of others.
- You want to be perceived as one who loves challenges, competition, and difficult assignments.
- You like to generate new ideas, allowing others work on the details of a project.
- A very resourceful individual, you can adapt to many different environments quickly.
- You may be critical of established procedures and methods.
- You show interest in many areas of the organization.

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

- Freedom from details and minutiae.
- Few, if any controls or limitations on your authority.
- A wide sphere of influence and responsibility.
- Minimum direct supervision.
- Removal from routine or repetitive work.
- Performance appraisals based on the results achieved, not the means or process used.
- An audience to hear your ideas and solutions.