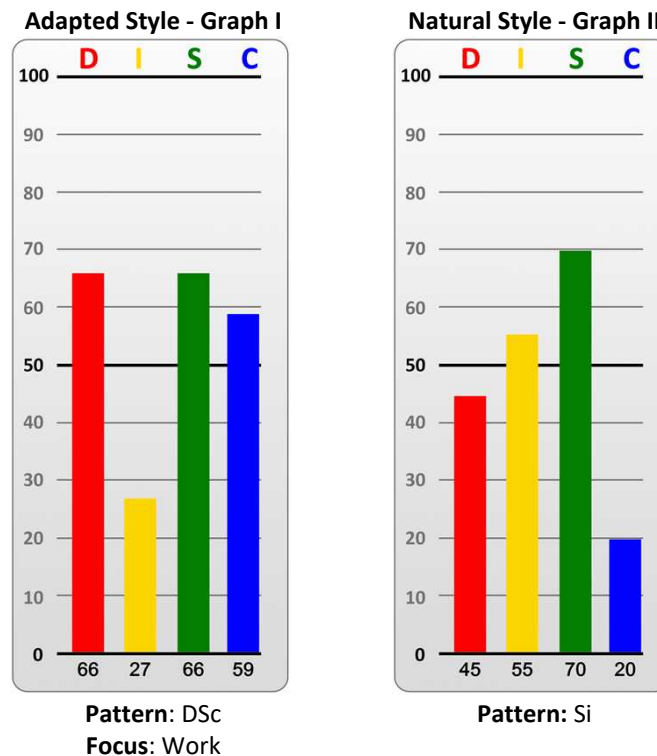


DISCstyles Graphs for Jason Reed

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

- Ask for Jason's input, and provide assurances regarding decisions.
- Plan to talk about things that support Jason's dreams and goals.
- Offer input on how to make the ideas become reality.
- Present your ideas and opinions in a non-threatening way.
- Be certain that individual responsibilities are clear, and that there are no ambiguities. Put the details in writing.
- Be certain to conclude the communication with modes of action and specific instructions for the next step.
- Be candid, open, and patient. Show sincere interest in Jason as a person.

When Communicating with Jason, DON'T:

- Be rude, abrupt, or too fast-paced in your delivery.
- Manipulate or bully Jason into agreement.
- Be domineering or demanding.
- Get bogged down in facts, figures, or abstractions.
- Leave decisions hanging in the air. Be certain all decision points have reached closure and result in plans for action.
- Force Jason to agree quickly with your objectives and position. Instead, provide some time for Jason to warm up to the ideas and for mutual ownership.
- Patronize or demean Jason by using incentives or subtlety.

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:

- Assignments that provide a variety of activities involving people.
- Sufficient time to adjust to change so as not to disrupt systems and processes.
- Acceptance as an important member of a team, as well as recognition for accomplishments.
- A link to some of the successful traditions that have built success in the past.
- A moderate to high level of security in the environment.
- A strong, visible group or organization to identify with.
- A supportive and encouraging environment with minimal interpersonal conflict and hostility.

People With Patterns Like You Tend to Need:

- To have confidence in the project, product, goals, and leadership.
- Increased organizational skills to reduce the potential for clutter and confusion.
- Frequent communication and contact with people.
- To maintain communication on work tasks or projects, and to reduce the amount of off-the-subject comments and socializing.
- A reminder that your contributions are significant to the success of the team.
- Sufficient time to consider alternatives prior to making changes.
- To be more practical, and less ideological.

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 and considerate of others on the team and remain cool-headed under pressure.
- You are able to direct and motivate others while still being sensitive to their needs and concerns.
- You bring an extensive base of both knowledge and expertise that can be tapped in getting a job done.
- You are willing to work hard for a mission, cause, project, or purpose.
- Your people-oriented nature allows you to build large networks of contacts with both internal and external stakeholders.
- You have a rare ability to calm people who are angry or upset.
- You are typically ready, willing, and able to assist others with a specialized project. All they have to do is ask.

Your Work Style Tendencies:

- You are motivated to demonstrate good organizational skills, and to follow processes through to completion.
- You encourage others and contribute to a positive work atmosphere, making efforts to avoid a climate of hostility or aggression.
- You are ready, willing, and able to help others become more effective and successful.
- You are motivated to be a team player who is supportive of team efforts.
- You tend to be very inclusive of others on the team. You make sure that no one feels left out.
- You persuade others by offering empathy, understanding, and friendship.
- Your approach to the job is systematic, deliberate, and persistent, and you are able to keep others optimistically involved in the process.

You Tend to Be Most Effective In Environments That Provide:

- Encouragement to speak up.
- Opportunities to work with people with whom you have developed trust, rapport, and credibility.
- A secure work situation.
- Sincere interest for the people in the workplace.
- Sufficient time to adjust to changes in the workplace or procedures.
- Clear areas of responsibility with minimal ambiguities.
- Identification with the team or greater organization.