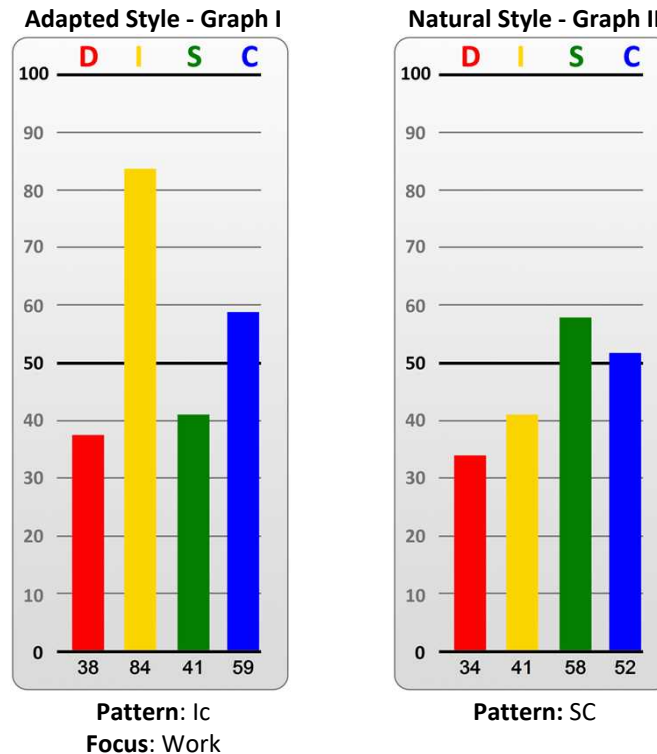


DISCstyles Graphs for Nikki Lindemoen

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

- Give Nikki time to verify the issues and potential outcomes.
- Approach issues in a logical, straightforward, and factual way.
- List pros and cons to suggestions you make.
- Nikki will follow through, so you should be certain to follow through on your part.
- Assure Nikki that there won't be any unexpected surprises.
- Present your ideas and opinions in a non-threatening way.
- Show sincere interest in Nikki as a person.

When Communicating with Nikki, DON'T:

- Leave an idea or plan without backup support.
- Make decisions for Nikki.
- Fail to follow through. If you say you're going to do something, do it.
- Be vague about what's expected of the group.
- Be rude, abrupt, or too fast-paced in your delivery.
- Rush the issues or the decision-making process.
- 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:

- The knowledge that the products and services offered are of the highest quality.
- 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.
- Complete explanations of systems and processes that impact the work environment.
- High quality control standards that are respected by all members of the organization, not just by a few people.
- Sincerity from peers and colleagues.
- Having sufficient time to adjust to change, so as not to disrupt systems or processes.
- A home life that is supportive of work demands.

People With Patterns Like You Tend to Need:

- Increased authority to delegate routine tasks and procedures to a reliable and trustworthy support staff, especially when the work culture is under pressure.
- Greater participation in team efforts and activities which would provide you with a broader perspective and greater ability to see the "big picture."
- Complete explanations of processes and the internal systems used for completion.
- Sufficient time for effective planning, especially prior to change.
- Options for increasing the efficiency of certain methods or procedures.
- Work assignments requiring high degrees of precision and accuracy, to capitalize on your high detail orientation.
- Reassurance that the long hours you dedicate to projects are worthwhile for building a successful outcome.

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 may be sought after by other members of the team because of your complete knowledge of processes and procedures.
- You are a strong guardian of quality-control standards and procedures.
- You demonstrate a high degree of technical specialty and skill in your area of expertise.
- 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 maintain a high degree of accuracy while keeping an eye toward project deadlines.
- You are tactful in explaining ideas that may impact others on the team.

Your Work Style Tendencies:

- You tend to judge others on the job by objective standards and prefer to be evaluated yourself in the same way.
- 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 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.
- 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.
- Naturally time-sensitive, you keep a careful eye on the organizational clock and maintain a keen awareness of timelines.
- You persuade others on the team by careful attention to detail, and through facts, data, and logic.
- You appreciate an occasional word of reassurance from your supervisor or board, as long as it is sincere input.

You Tend to Be Most Effective In Environments That Provide:

- A workplace relatively free of interpersonal conflict and hostility.
- A work culture that demonstrates sincere care for the people involved.
- A close-knit group of people with whom you have developed mutual trust, rapport, and credibility.
- Support for your critical thinking skills, and encouragement to make decisions based on logic over emotion.
- Clear lines of authority and areas of responsibility, with minimal ambiguities.
- Freedom from intensely pressured decisions.
- Established practices, procedures, and protocols.