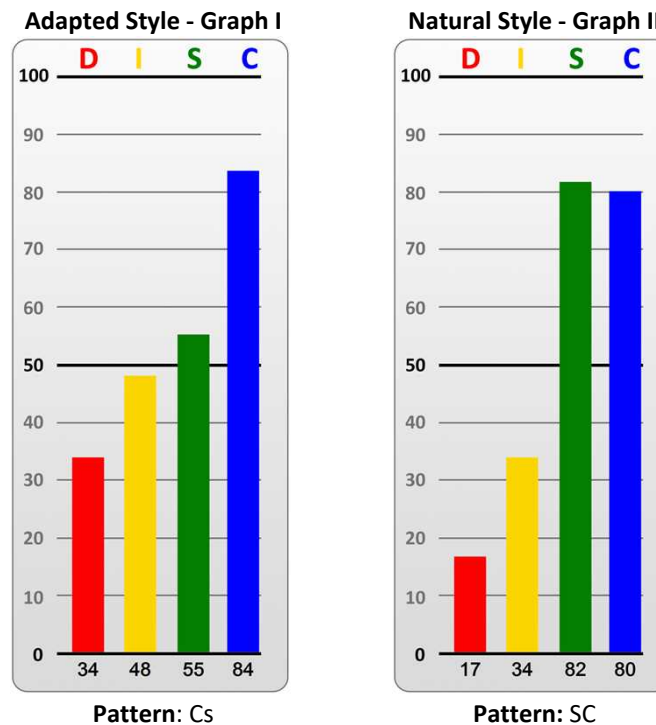


DISCstyles Graphs for Ron Cobb

Your Adapted Style indicates you tend to use the behavioral traits of the Cs style(s) in the focus area you had in mind when completing the assessment. 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 current environment, situation, or relationship**. This graph may change when you change roles or circumstances. 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 Ron, DO:

- Be certain that individual responsibilities are clear, and that there are no ambiguities.
- Do your homework, because Ron's homework will already be done.
- Be candid, open, and patient.
- Ask 'how' oriented questions to draw out Ron's opinions.
- Show sincere interest in Ron as a person.
- Approach issues in a logical, straightforward, and factual way.
- Ron will follow through, so you should be certain to follow through on your part.

When Communicating with Ron, DON'T:

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

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:

- 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.
- A home life that is supportive of work demands.
- Tasks which are completed the right way the first time, so that errors don't have to be corrected later.
- The knowledge that the products and services offered are of the highest quality.
- Sincerity from peers and colleagues.
- Having sufficient time to adjust to change, so as not to disrupt systems or processes.

People With Patterns Like You Tend to Need:

- 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.
- Sufficient time for effective planning, especially prior to change.
- Complete explanations of processes and the internal systems used for completion.
- An increased urgency to take advantage of opportunities.
- Increased authority to delegate routine tasks and procedures to a reliable and trustworthy support staff, especially when the work culture is under pressure.
- Increased urgency in making decisions. To be able to shut the data gate and make a decision based on the information currently available.

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 take your responsibilities seriously and exercise your authority in a sincere and conscientious manner.
- You provide an objective, reality-focused view of systems, procedures, and organizational operations.
- You are a strong guardian of quality-control standards and procedures.
- You provide valuable input on projects by considering possible pitfalls that others on the team may have overlooked.
- You have an excellent, considerate, analytical listening style.
- You are especially careful that there are no loose ends on a project that may have been overlooked by others.
- You maintain a high degree of accuracy while keeping an eye toward project deadlines.

Your Work Style Tendencies:

- You demonstrate a strong need for perfection and detail orientation.
- You tend to judge others on the job by objective standards and prefer to be evaluated yourself in the same way.
- You may get bogged down in details due to your tendency to keep the "data gate" open too long. You always worry that there may be more information forthcoming that can impact the direction of the decision.
- 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.
- 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 are highly conscientious and can be relied on to follow through on detailed projects and complex assignments.

You Tend to Be Most Effective In Environments That Provide:

- Clear lines of authority and areas of responsibility, with minimal ambiguities.
- A work culture that demonstrates sincere care for the people involved.
- Support for your critical thinking skills, and encouragement to make decisions based on logic over emotion.
- A secure work situation.
- A workplace relatively free of interpersonal conflict and hostility.
- Few sudden shocks, unexpected problems, or crises.
- Activities that can be monitored from beginning to end.