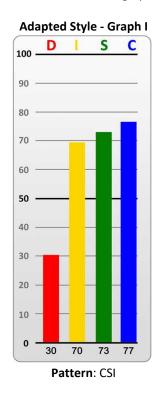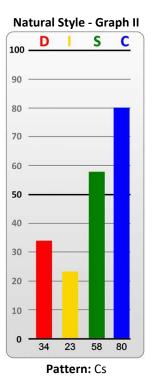# DISCstyles Graphs for Sarah Distin

Your Adapted Style indicates you tend to use the behavioral traits of the CSI 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 Cs 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.

Adapted Style - Graph I	Natural Style - Graph II
D I S C	D I S C

D	I	S	C		D	I	S	C
30	70	73	77		34	23	58	80

Pattern: CSI   **Pattern:** Cs

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

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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 Sarah, DO:

- Assure Sarah that there won't be surprises.
- Make an organized appeal for your support and contributions.
- Use a thoughtful and logical approach to discussing ideas and options.
- Approach issues in a straightforward, direct and factual way.
- Provide a specific, step-by-step timetable, complete with names and responsibilities.
- Be accurate and realistic; don't overinflate ideas or results.
- List pros and cons to suggestions you make.

When Communicating with Sarah, DON'T:

- Be casual, informal, or loud.
- Be unrealistic with deadlines.
- Use unreliable evidence or testimonials.
- Push too hard.
- Be disorganized or sloppy.
- Be vague about what's expected of the group.
- Get in the habit of manipulating ideas quickly.

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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:
- Quality control standards that are respected by all members of the organization, not just by a few people.
- Sufficient time to consider all options before making a final decision.
- Environments in which changes are controlled and made only when proven to be necessary.
- Complete explanations of systems and processes that impact your work environment.
- A work environment containing minimal hostility and pressure.
- Work tasks of a highly specialized nature to support your natural curiosity and detail orientation.
- Being included as a part of the group in social functions.

People With Patterns Like You Tend to Need:
- Job descriptions which are presented clearly, with no ambiguities.
- Increased authority to delegate routine tasks and procedures.
- Increased confidence in your own decision-making ability.
- Work assignments requiring high degrees of precision and accuracy, to capitalize on your high detail orientation.
- Greater participation in team efforts and activities.
- A wider scope of perspective and operations.
- Complete explanations of processes and the internal systems used.

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 have a strong ability to clarify complex issues, and to define the essence of a problem or solution.
- Conscientious, you are serious about doing things the correct way.
- You are deadline conscious, with excellent time-management skills.
- You provide significant input to projects and processes, and are alert to potential problems and controls necessary.
- You tend to be well-prepared for meetings or contributions to report documents. You do your homework and expect the others to do the same.
- You are technically skilled and highly proficient in your area of specialty.
- You are frequently seen by others as an expert in your area of responsibility.

Your Work Style Tendencies:

- You are somewhat conventional and a bit cautious when it comes to making decisions that impact quality or policy.
- You have an instant awareness of mistakes and instances of lapsed quality control.
- You tend to be most effective in a work culture featuring minimal conflicts.
- You may tend to be a "worrier" (in a positive way), giving thought to work projects even when away from the job. You may come in after a weekend of thinking and offer an ideal solution.
- You are likely to be one of the few members of the project team who has read all of the "fine print" featured in policies or procedures.
- On the job, you may tend to align with others with equally high-quality control standards.
- You may hesitate to trust newer people in the organization, until they have established their credibility.

You Tend to Be Most Effective In Environments That Provide:

- Highly specialized assignments and technical areas of responsibility.
- Support of your critical thinking skills.
- Time to reflect and think about pros and cons to solutions.
- Standard, accepted operating procedures that sometimes support complex processes.
- Complete explanations of areas of responsibility and control.
- Complete information, details, and examples, with no gaps or surprises.
- A work group which provides close relationships with a small group of associates, rather than superficial relationships with a larger group of people.