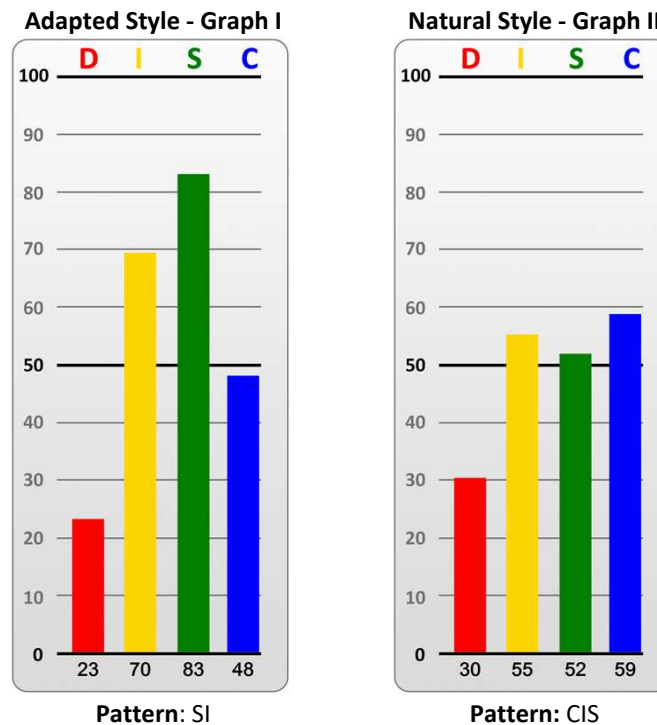


DISCstyles Graphs for Mandy Garman

Your Adapted Style indicates you tend to use the behavioral traits of the SI 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 CIS 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 Mandy, DO:

- Present your ideas and opinions in a non-threatening way.
- Provide logical and practical evidence.
- Provide clear, specific solutions, and support your position with pros and cons.
- Do your homework, because Mandy's homework will already be done.
- Provide testimonials from people Mandy sees as important and prominent.
- Ask for Mandy's input regarding people and specific assignments.
- Give Mandy time to verify the issues and potential outcomes.

When Communicating with Mandy, DON'T:

- Be disorganized or sloppy.
- Rush the issue or the decision-making process.
- Leave the idea or plan without backup support.
- Get in the habit of manipulating ideas quickly.
- Push too hard.
- Use someone else's opinion as evidence.
- Be unrealistic with deadlines.

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:

- Tasks which are completed the right way the first time, so that errors don't have to be corrected later.
- Social recognition and/or awards to confirm ability, skill, or achievements.
- Interesting activities outside of the work environment. Some with similar scores like to be involved in volunteer and community activities.
- A supportive and encouraging working environment in which you are free to express yourself.
- Sincerity from peers and colleagues.
- A system of support to assist with details and follow-through.
- Sufficient time to adjust to change, so as not to disrupt systems and processes.

People With Patterns Like You Tend to Need:

- Reassurance that the long hours spent on a project are worthwhile in building a successful outcome.
- Complete explanations of processes, and the internal systems used.
- To learn to say "no" more often to requests from others, in order to prevent spreading yourself too thin.
- Options for increasing efficiency of certain methods or procedures.
- Peers with equal ability, competence, and work ethic.
- Clear and specific job descriptions and role responsibilities.
- An increased sense of urgency to get things done expediently.

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 reflective, critical thinker, able to comprehend complex or abstract systems, assist with solutions, and get others on board with the project.
- You combine people skills, patience in working with others, quality control, and attention to details in a versatile blend of talent and expertise.
- You are a cooperative team player who respects organizational policies and protocol. You are able to get along with a variety of other behavioral styles.
- You are deadline conscious, with excellent time-management skills.
- You are excellent at motivating others toward team goals with your enthusiasm and optimism, as well as your sensitivity to their needs and concerns.
- You may be seen as the hub of the wheel, always at the center of many activities.
- You are always well-prepared for meetings. You do your homework and expect the same of others.

Your Work Style Tendencies:

- You have the ability to handle people with patience.
- You tend to be vocal with others when areas of responsibility need to be delegated.
- You place high expectations on yourself and others and are able to help coach others to higher standards of quality.
- You have the ability to self-manage much of your own workload.
- You have the ability to focus on building your own skills and talents, while also assisting others on the team in building their own skills.
- You are articulate about many different topics and issues.
- You tend to be modest, but also have the ability to become assertive when necessary for emphasis.

You Tend to Be Most Effective In Environments That Provide:

- Few sudden shocks or unexpected problems.
- Freedom from intensely pressured decisions.
- Complete information, details, and examples with no gaps or surprises.
- Support for critical thinking skills and logical, rather than emotional, decision making.
- Time to reflect and think about pros and cons to solutions.
- A democratic environment with participatory management.
- A place relatively free of interpersonal conflict and hostility.