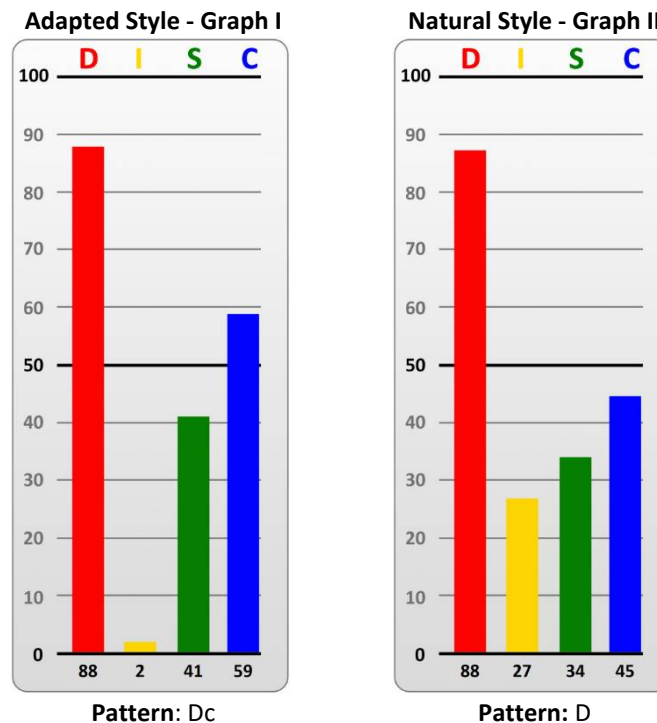


DISCstyles Graphs for Ryan Roberts

Your Adapted Style indicates you tend to use the behavioral traits of the Dc 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 D 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 Ryan, DO:

- Present your items in a logical way.
- Be prepared to handle some objections.
- Ask "what"-oriented questions that close the issue or topic.
- Be clear in your explanations.
- When you agree, support the ideas and potential results, rather than supporting the person responsible for the results.
- When you disagree, take issue with the methods or procedures, not with the person.
- Stay on track. Don't talk about extraneous issues or items.

When Communicating with Ryan, DON'T:

- Leave loopholes or vague issues hanging in the air.
- Let it reflect on Ryan personally when in disagreement.
- Be sloppy or disorganized.
- Make decisions for Ryan.
- Engage in rambling discussion, and waste Ryan's time.
- Try to develop "too close" a relationship, especially too quickly.
- Make guarantees and assurances when there is a risk in meeting them.

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:

- Opportunities to express your ideas and opinions.
- Opportunities for advancement and career expansion.
- People around you who are efficient in getting things done, and effective in working with people.
- A variety of experiences and new challenges.
- Having authority equal to your responsibility.
- Independence to be able to act on ideas, and to express creativity in solving problems.
- Recognition for achievements and competence.

People With Patterns Like You Tend to Need:

- To curb intensity in less urgent situations.
- Straight-forward, direct communication.
- To understand the results that are expected of you, and to be judged on the results, rather than the methods used to achieve the results.
- To be reminded to pace yourself, and to occasionally slow down to relax and rebalance.
- To be involved and active in making things happen, so as not to become bored with massive amounts of routine work.
- Environments with challenging assignments.
- To delegate routine or detailed tasks after you have mastered them in order to increase efficiency.

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 value perseverance and rarely give up.
- You deal directly, with an eye on the bottom-line.
- You bring innovative ideas and solutions.
- You have a strong sense of urgency when it comes to getting things done.
- You are a quick and efficient problem solver.
- You are a self-starter who doesn't wait for external things to happen.
- You ask questions that challenge tradition.

Your Work Style Tendencies:

- You set high goals for yourself and others.
- You are motivated by change and new challenges, and may become bored when the pace slows or the challenge has been conquered.
- You are very self-reliant, always looking to find your own solutions.
- You are not easily influenced by the group, or by the constraints of organizational protocol.
- You tend to rely more heavily on your own evaluations and decisions, than on the input of others.
- A very resourceful individual, you can adapt to many different environments quickly.
- You desire authority equal to your responsibility.

You Tend to Be Most Effective In Environments That Provide:

- Few, if any controls or limitations on your authority.
- Many varying experiences, including some occasional unexpected surprises or problems.
- An audience to hear your ideas and solutions.
- Freedom from details and minutiae.
- A wide sphere of influence and responsibility.
- Removal from routine or repetitive work.
- A cutting-edge, innovative, entrepreneurial atmosphere with lots of latitude to express your ideas.