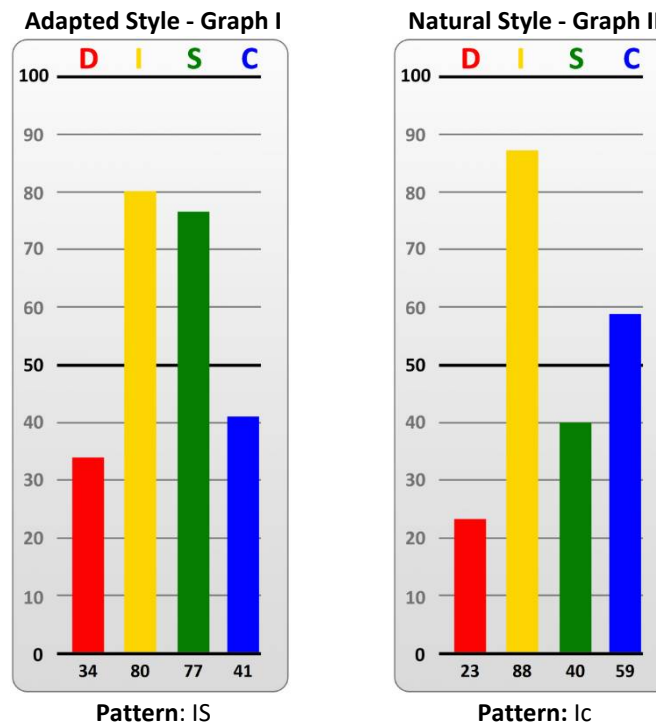# DISCstyles Graphs for Megan Benton

Your Adapted Style indicates you tend to use the behavioral traits of the IS 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 Ic 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

Pattern values: D 34, I 80, S 77, C 41

Pattern: IS

Natural Style - Graph II

Pattern values: D 23, I 88, S 40, C 59

Pattern: Ic

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 Megan, *DO:*
- Do your homework, because Megan's homework will already be done.
- Provide testimonials from people Megan sees as important and prominent.
- List pros and cons to the suggestions you make.
- Join in and talk positively about people and their goals.
- Be certain that your ideas and information are credible and realistic.
- If you disagree with the direction, show your position in an organized presentation.
- Give Megan time to verify the issues and potential outcomes.

When Communicating with Megan, *DON'T:*
- Be dogmatic.
- Whine about all of the work you have to do.
- Use someone else's opinions as evidence.
- Rush the issues or the decision-making process until you have buy-in.
- Leave decisions hanging in the air. Be certain all decision points have reached closure and result in plans for action.
- Use unreliable evidence or testimonials.
- Get in the habit of manipulating ideas quickly.

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:
- Receiving complete explanations of systems and processes that impact the work environment.
- Social recognition for success on a project, or in achieving a goal.
- A supportive and encouraging working environment.
- A system of support to assist with the details and follow-through.
- Assignments that allow for a variety of interpersonal contact and mobility.
- Awards that recognize ability, competence, or achievements.
- A variety of activities involving interpersonal contact, both on and off the job.

People With Patterns Like You Tend to Need:
- A democratic environment with participatory management.
- Increased authority to delegate routine tasks and procedures.
- Complete explanations of the nature of a process, and systems used.
- To feel valued as a team member, and have detailed responsibilities in order to work at top effectiveness.
- An environment where there is frequent communication and contact with people.
- To learn to say "no" more often to requests from others, in order to prevent spreading yourself too thin.
- Clear and specific job descriptions and role responsibilities.

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:
- An optimistic team player, you are able to motivate others toward their goals.
- You bring a positive sense of humor and know how to break the ice or combat hostility tactfully.
- You have the ability to handle both people and details, with equal skill and confidence.
- You bring a sense of genuine enthusiasm to the team and organization.
- In meetings, you will communicate your opinions in a positive and solution-oriented way.
- You are deadline-savvy and able to juggle many issues simultaneously.
- You are able to negotiate conflicts between people and teams in a win-win manner.

Your Work Style Tendencies:
- You make job-related decisions by gathering facts and considering the needs of the people involved.
- You may tend to overuse your power in order to get your way.
- You want to be perceived as someone with the ability to take the seed of an idea and develop it into a successful solution.
- On difficult projects, you may become somewhat impatient or aggressive under pressure.
- You may be overly afraid of losing on a project or proposal.
- You have the ability to contribute to a pleasant and efficient work environment, due to your attention to people and knack for quality control.
- When urgency reaches a high point, you can work with the team to restore comfort, while also obtaining good results.

You Tend to Be Most Effective In Environments That Provide:
- An environment that supports your critical thinking skills.
- Complete explanations of areas of responsibility and control.
- Activities including many opportunities for interaction with people.
- Contact with groups, and opportunities to build a network of people.
- Time to reflect and think about pros and cons to solutions.
- Public recognition for accomplishments.
- Highly specialized assignments and technical areas of responsibility.