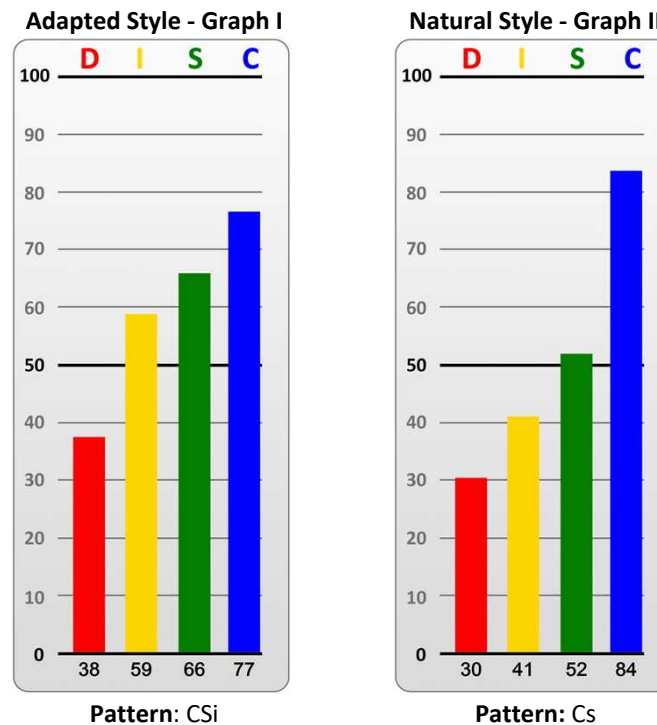


DISCstyles Graphs for Sara Breckbill

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.



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 Sara, *DO*:

- Be accurate and realistic; don't overinflate ideas or results.
- Make an organized appeal for your support and contributions.
- Be certain that the information others have is credible.
- Provide logical and practical evidence.
- Take your time; be precise and thorough.
- Do your homework, because Sara's homework will already be done.
- Prepare your case in advance. Don't try to "wing it," using charm alone.

When Communicating with Sara, *DON'T*:

- Use unreliable evidence or testimonials.
- Be unrealistic with deadlines.
- Be casual, informal, or loud.
- Be disorganized or sloppy.
- Get in the habit of manipulating ideas quickly.
- Push too hard.
- Rush the issues or the decision-making process.

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:

- Environments in which changes are controlled and made only when proven to be necessary.
- Work tasks of a highly specialized nature to support your natural curiosity and detail orientation.
- A work environment containing minimal hostility and pressure.
- Standard operating procedures that can support a quality initiative without being changed dramatically.
- Detailed examples and specific information about suggested changes in processes that may have an impact on quality.
- The knowledge that the products and services offered are of the highest quality.
- Sufficient time to consider all options before making a final decision.

People With Patterns Like You Tend to Need:

- Complete explanations of processes and the internal systems used.
- Increased authority to delegate routine tasks and procedures.
- Increased urgency in making decisions.
- Sufficient time for effective planning.
- Greater participation in team efforts and activities.
- To spend less time on details, and more attention to the big picture.
- Work assignments requiring high degrees of precision and accuracy, to capitalize on your high detail orientation.

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 frequently seen by others as an expert in your area of responsibility.
- You remain objective, even in emotional situations.
- 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 have a knack for logically negotiating cooperation from others, rather than demanding it.
- Others on the team may seek you out to answer detailed or process-oriented questions.
- You make decisions based on factual data.

Your Work Style Tendencies:

- 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 may hesitate to trust newer people in the organization, until they have established their credibility.
- You are somewhat conventional and a bit cautious when it comes to making decisions that impact quality or policy.
- You tend to be most effective in a work culture featuring minimal conflicts.
- You possess a broad-based awareness of the political and economic implications of any decision that is made on behalf of the organization.
- You prefer precise time management and enjoy meetings that begin and end on time.
- You do your homework and tend to be very well prepared for meetings and appointments.

You Tend to Be Most Effective In Environments That Provide:

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