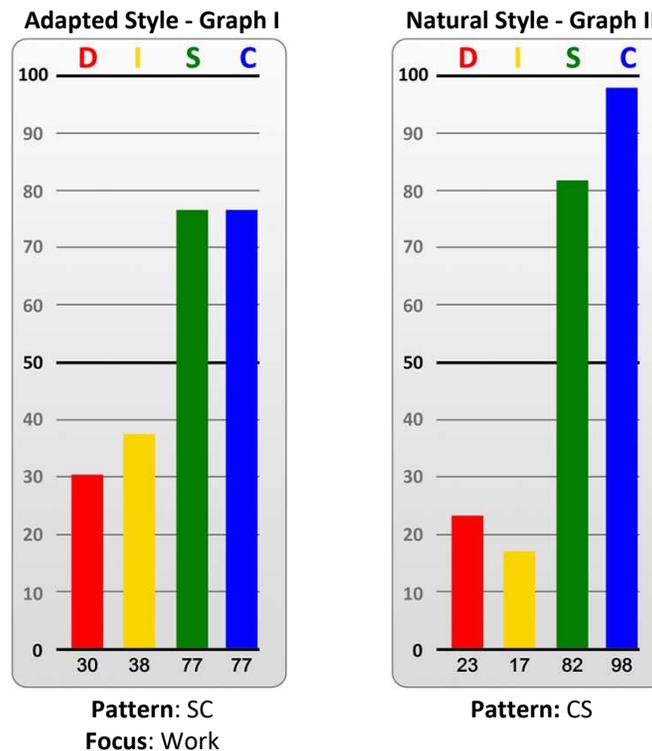


DISCstyles Graphs for Glenn Roger Cabrera

Your Adapted Style indicates you tend to use the behavioral traits of the SC style(s) in your selected Work focus. 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 selected focus** (work, social or family). This graph may change when you change roles or situations. 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 Glenn Roger, DO:

- Assure Glenn Roger that there won't be any unexpected surprises.
- List pros and cons to suggestions you make.
- Give Glenn Roger time to verify the issues and potential outcomes.
- Do your homework, because Glenn Roger's homework will already be done.
- Glenn Roger will follow through, so you should be certain to follow through on your part.
- Make an organized appeal for Glenn Roger's support and contributions.
- Be certain that individual responsibilities are clear, and that there are no ambiguities.

When Communicating with Glenn Roger, DON'T:

- Leave an idea or plan without backup support.
- Leave things up in the air, or decide by chance.
- Fail to follow through. If you say you're going to do something, do it.
- Be vague about what's expected of the group.
- Rush the issues or the decision-making process.
- Offer promises that you can't keep.
- Be rude, abrupt, or too fast-paced in your delivery.

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:

- High quality control standards that are respected by all members of the organization, not just by a few people.
- The knowledge that the products and services offered are of the highest quality.
- The assurance that changes are made thoughtfully, carefully, and only when proven to be necessary.
- A home life that is supportive of work demands.
- Appreciation for the competence and work ethic demonstrated over the long haul.
- Sincerity from peers and colleagues.
- Tasks which are completed the right way the first time, so that errors don't have to be corrected later.

People With Patterns Like You Tend to Need:

- Sufficient time for effective planning, especially prior to change.
- Reassurance that your contributions are significant to the success of the team.
- Reassurance that the long hours you dedicate to projects are worthwhile for building a successful outcome.
- A method to be introduced to new groups of people or business associations.
- Work assignments requiring high degrees of precision and accuracy, to capitalize on your high detail orientation.
- Options for increasing the efficiency of certain methods or procedures.
- Complete explanations of processes and the internal systems used for completion.

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 take your responsibilities seriously and exercise your authority in a sincere and conscientious manner.
- You are not an extremist and tend to be supportive of team efforts.
- You demonstrate a high degree of technical specialty and skill in your area of expertise.
- You may be sought after by other members of the team because of your complete knowledge of processes and procedures.
- You maintain a high degree of accuracy while keeping an eye toward project deadlines.
- You provide an objective, reality-focused view of systems, procedures, and organizational operations.
- You have an excellent, considerate, analytical listening style.

Your Work Style Tendencies:

- You demonstrate a strong need for perfection and detail orientation.
- You appreciate an occasional word of reassurance from your supervisor or board, as long as it is sincere input.
- You give careful consideration to all variables and input on a project. This process may take a bit more time, but it will yield a quality outcome.
- You are highly conscientious and can be relied on to follow through on detailed projects and complex assignments.
- On work-related projects, you tend to be restrained and reticent with your emotions. You may not be openly verbal at a team or organizational meeting unless asked for input, or if the topic is of high personal importance.
- You need to feel well-informed regarding specific details related to your area of authority and responsibility.
- You tend to judge others on the job by objective standards and prefer to be evaluated yourself in the same way.

You Tend to Be Most Effective In Environments That Provide:

- Established practices, procedures, and protocols.
- A close-knit group of people with whom you have developed mutual trust, rapport, and credibility.
- Support for your critical thinking skills, and encouragement to make decisions based on logic over emotion.
- Few sudden shocks, unexpected problems, or crises.
- Freedom from intensely pressured decisions.
- Identification with the team or greater organization.
- A work culture that demonstrates sincere care for the people involved.