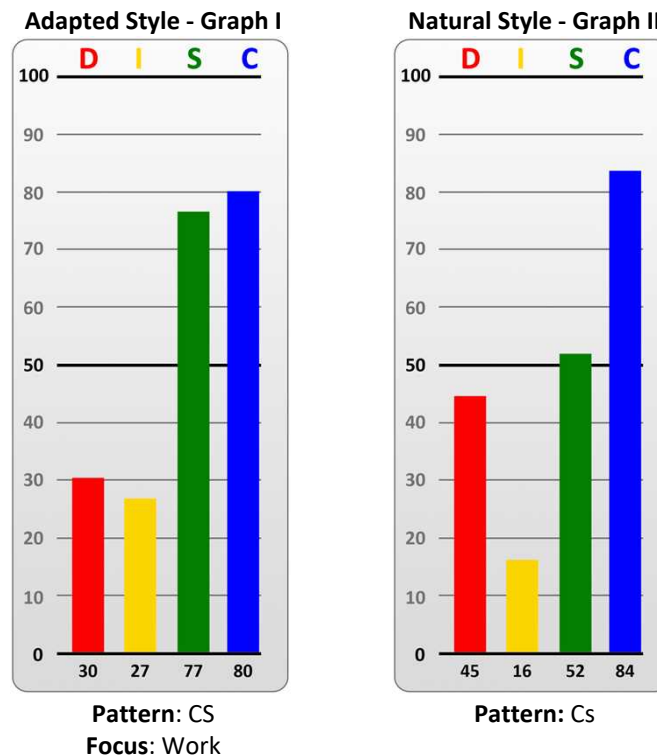


DISCstyles Graphs for Marcelino Jonsumalli Diesta

Your Adapted Style indicates you tend to use the behavioral traits of the CS 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 Marcelino Jonsumalli, *DO*:

- Use a thoughtful and logical approach to discussing ideas and options.
- Assure Marcelino Jonsumalli that there won't be surprises.
- Make an organized appeal for your support and contributions.
- Approach issues in a straightforward, direct and factual way.
- Prepare your case in advance. Don't try to "wing it," using charm alone.
- Take your time; be precise and thorough.
- Provide a specific, step-by-step timetable, complete with names and responsibilities.

When Communicating with Marcelino Jonsumalli, *DON'T*:

- Get in the habit of manipulating ideas quickly.
- Use unreliable evidence or testimonials.
- Be casual, informal, or loud.
- Push too hard.
- Be unrealistic with deadlines.
- Be disorganized or sloppy.
- Use someone else's opinion as evidence.

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:

- Being included as a part of the group in social functions.
- The knowledge that the products and services offered are of the highest quality.
- Complete explanations of systems and processes that impact your work environment.
- Sufficient time to consider all options before making a final decision.
- Detailed examples and specific information about suggested changes in processes that may have an impact on quality.
- Quality control standards that are respected by all members of the organization, not just by a few people.
- Environments in which changes are controlled and made only when proven to be necessary.

People With Patterns Like You Tend to Need:

- Increased urgency in making decisions.
- To spend less time on details, and more attention to the big picture.
- Greater participation in team efforts and activities.
- A wider scope of perspective and operations.
- Complete explanations of processes and the internal systems used.
- Increased authority to delegate routine tasks and procedures.
- Job descriptions which are presented clearly, with no ambiguities.

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 provide significant input to projects and processes, and are alert to potential problems and controls necessary.
- You bring a unique combination of accuracy and intuition to projects.
- You are technically skilled and highly proficient in your area of specialty.
- Others on the team may seek you out to answer detailed or process-oriented questions.
- You're an excellent critical thinker, frequently asking "Why?"
- You have a strong ability to clarify complex issues, and to define the essence of a problem or solution.

Your Work Style Tendencies:

- You have an instant awareness of mistakes and instances of lapsed quality control.
- You are somewhat conventional and a bit cautious when it comes to making decisions that impact quality or policy.
- You demonstrate a high degree of quality control awareness.
- You do your homework and tend to be very well prepared for meetings and appointments.
- You possess a broad-based awareness of the political and economic implications of any decision that is made on behalf of the organization.
- 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 prefer precise time management and enjoy meetings that begin and end on time.

You Tend to Be Most Effective In Environments That Provide:

- Encouragement to make decisions by logic, rather than emotion.
- Support of your critical thinking skills.
- Complete information, details, and examples, with no gaps or surprises.
- A work environment with a predictable pattern of activity, so as to monitor quality processes.
- Complete explanations of areas of responsibility and control.
- Standard, accepted operating procedures that sometimes support complex processes.
- Time to reflect and think about pros and cons to solutions.