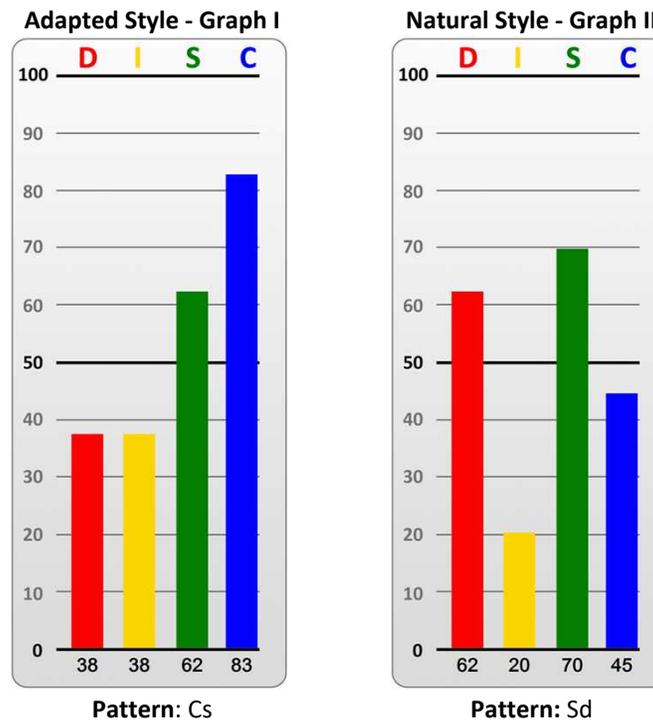


## DISCstyles Graphs for Steve Foley

Your Adapted Style indicates you tend to use the behavioral traits of the Cs 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 Sd 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 Steve, DO:**

- Persuade by referring to objectives and results.
- Highlight the ways in which Steve will benefit or be assisted in this transaction.
- Do your homework. Come prepared with objectives, requirements, and support materials in a well-organized package.
- Provide details of the problem or issue in writing.
- Limit your conversation to business topics. Let Steve decide whether to include "social" chat.
- Draw out personal goals, and find areas of common interest and involvement.
- Take issue with the facts if you disagree, rather than arguing about it with Steve.

### **When Communicating with Steve, DON'T:**

- Let disagreement reflect on Steve personally.
- Patronize or demean by using subtlety or incentives.
- Ask rhetorical or useless questions.
- Direct or give orders.
- Offer assurances and guarantees that you can't fulfill.
- Engage in rambling discussion, and waste Steve's time.
- Be vague.

## 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 verbalize your ideas and positions on issues.
- Deeply felt beliefs and personal goals.
- Control over your own activities and the activities of others who affect the same project or outcome.
- Ability to focus on the bottom line.
- Recognition for responsible performance and follow-through on professional tasks and obligations.
- Efficient and effective people and equipment.
- Responsibility and authority to achieve results.

### **People With Patterns Like You Tend to Need:**

- To understand teamwork, and the role of everyone on the team.
- Introductions to new internal stakeholders, as well as outside groups.
- Associates on the team who are equally capable, responsible, and demonstrative of a similar work ethic.
- To negotiate commitment on a one-on-one basis.
- Practical and tangible rewards.
- An awareness of the parameters of a project, your involvement, and the expected results.
- Challenging assignments with problems to solve.

## 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 have the ability to find inefficiencies and overlapping efforts for a system or project.
- You provide a results-oriented approach without getting frantic.
- You value integrity in yourself and others.
- You can be successful working independently or with others, a trait shared with others showing high "D" and "S" preferences.
- You set goals for yourself, even if no goals are made explicit.
- You can always be depended upon to follow through with commitments.
- You are accepting and supportive of those on your team who demonstrate a quality effort.

### **Your Work Style Tendencies:**

- You like to coordinate your efforts with others on the team.
- You are able to remain emotionally detached from issues related to the task.
- You are ready to accept the credit or the blame for your results.
- You appreciate working with reliable people who have a similar high work ethic.
- You may evaluate your own goals, in addition to group or team goals, prior to complete buy-in.
- You may do some routine work yourself to be certain it's done properly, or to avoid having your requests refused.
- You use facts and details more than emotions in decision making.

### **You Tend to Be Most Effective In Environments That Provide:**

- Logic, decisiveness, and the ability to provide bottom-line answers.
- Work of a more technical nature, rather than work involving an intense degree of interpersonal contacts.
- Assignments that can be followed through to completion, with a definite beginning, middle, and end.
- Objective, non-emotional thinking and analysis.
- Logical analysis of situations, and persistence in follow-through.
- Freedom from close, continuous supervision.
- A continuous, seamless effort, with few snags and surprises.