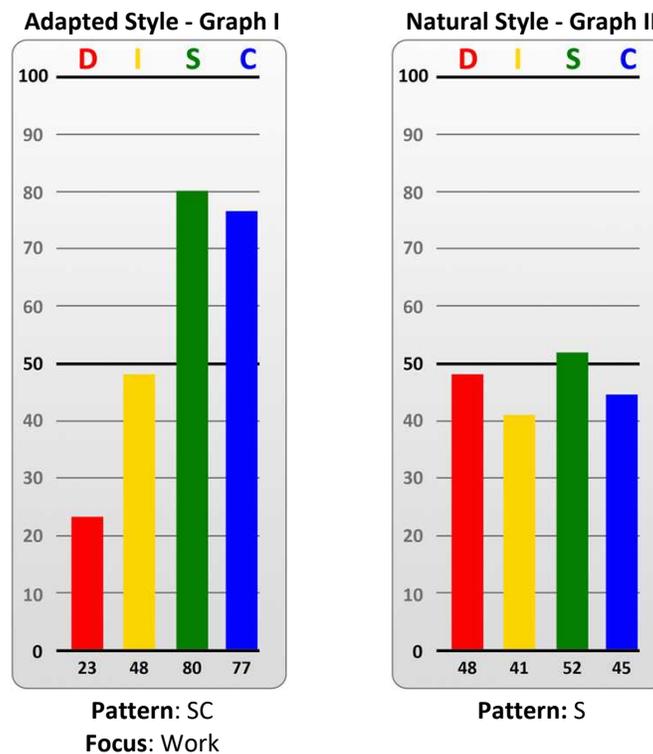


DISCstyles Graphs for Dan Griffith

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 S 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 Dan, DO:

- Provide clear, specific solutions.
- Present ideas and opinions in a non-threatening way.
- Break the ice with a brief personal comment.
- Be certain that individual responsibilities are clear, and that there are no ambiguities.
- Be candid, open, and patient.
- Find some areas of common interest and involvement.
- Show sincere interest in Dan as a person.

When Communicating with Dan, DON'T:

- Let it reflect on Dan personally when you disagree, and don't let disagreements affect the relationship.
- Stick coldly to the business agenda.
- Leave an idea or plan without backup support.
- Rush into business or the agenda. Instead, provide some time to break the ice.
- Be rude, abrupt, or too fast-paced in your delivery.
- Offer promises that you can't keep.
- Force Dan to agree quickly with your objectives and position. Instead, provide some time for Dan to warm up to the ideas and for mutual ownership.

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:

- Projects and challenges of a specialized nature that demonstrate skill and competence.
- Having sufficient time to adjust to change, so as not to disrupt systems and processes.
- A home life that is supportive of the work demands.
- Feeling secure.
- Links to some of the proven traditions that have built success in the past.
- Sincerity from peers and colleagues.
- Established procedures on which a base of successful processes can be built.

People With Patterns Like You Tend to Need:

- Efficient systems and utilities to handle routine work more effectively.
- Products and processes that you can believe in.
- Reassurance and support for taking appropriate and calculated risks.
- Peers of equal ability, competence, and work ethic.
- Sufficient time to consider alternatives prior to making changes.
- Options for increasing the efficiency of certain methods or procedures.
- An environment that involves minimal sudden changes and crisis situations.

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 an excellent listening style.
- You are able to reconcile various factions within a group, and you do so in a sincere and stable manner.
- You are ready, willing, and able to assist others on the team with a specialized project. All they have to do is ask.
- You manage to build good team relationships without being an extremist.
- You have a rare ability to calm people who are angry or upset.
- You maintain a stable and predictable pace to complete complex projects, and demonstrate a tireless work ethic.
- You are willing to work hard for a mission, cause, project, or purpose.

Your Work Style Tendencies:

- You possess a high degree of internal loyalty to people, projects, and ideals. As a result, you are able to model the professional stability necessary to grow within an organization.
- You tend to be more modest than egocentric, and as a result you are able to work well with a variety of other styles.
- You want to be perceived as friendly and easy-going, without being an extremist.
- You're a good team player and able to coordinate your own participation in complex schedules with sincerity and ease.
- You are not easily angered while on the job, although you may take some of the anger home to vent.
- You show an extremely high level of patience when working with others.
- Because of your high degree of patience, some may see you as a teacher, mentor, or coach when it comes to dealing with complex projects or problems.

You Tend to Be Most Effective In Environments That Provide:

- Sufficient time to adjust to procedural changes in the workplace.
- Clear areas of responsibility with minimal ambiguities.
- Established practices, procedures, and protocols.
- Specific lines of authority and structure for reporting problems.
- The opportunity to work with people with whom you have developed trust, rapport, and credibility.
- A secure work situation.
- A work environment that sincerely cares for the people involved.