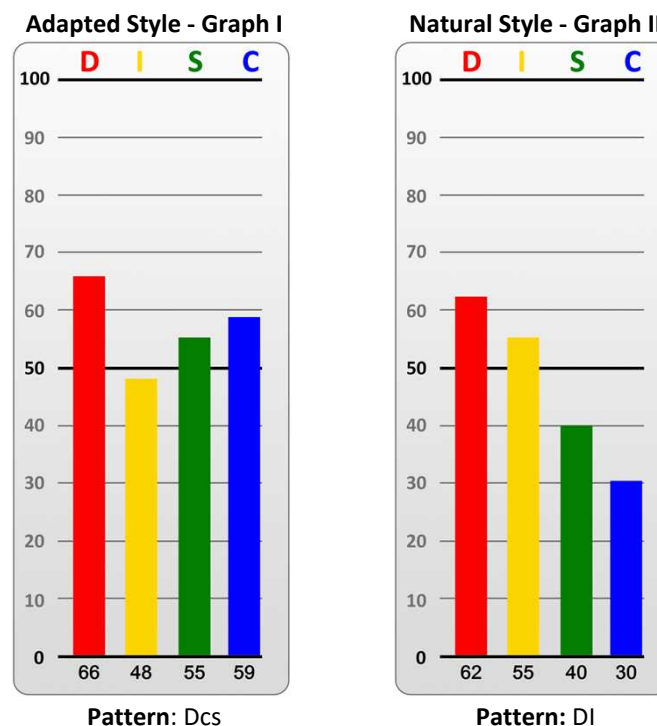


DISCstyles Graphs for Reh Harvey

Your Adapted Style indicates you tend to use the behavioral traits of the Dcs 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 DI 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 Reh, *DO*:

- Provide immediate incentives for Reh's willingness to help on the project.
- Plan to talk about things that support Reh's dreams and goals.
- Put the details in writing, but don't plan on discussing them too much.
- Give Reh the opportunity to express opinions and make some of the decisions.
- Do your homework and be prepared with goals, objectives, support materials, etc., but don't plan on using all of them. Have the material with you as support.
- Motivate and persuade Reh by pointing out objectives and expected results.
- Stay on track. Hit the major points first, and get to the main point quickly.

When Communicating with Reh, *DON'T*:

- Let the discussion with Reh get caught in dreams too much, otherwise you'll lose time.
- Engage in rambling discussion, and waste Reh's time.
- Get bogged down in facts, figures, or abstractions.
- Leave loopholes or vague issues hanging in the air.
- Don't stick too rigidly to the agenda.
- Confuse or distract Reh from the issues at hand.
- Leave decisions hanging in the air. Be certain all decision points have reached closure and action plans are the result.

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:

- A flexible job culture.
- Independence and autonomy.
- Efficient methods to process details and deal with minutiae.
- Freedom to express opinions.
- New experiences and a variety of activities.
- Results that can be seen quickly and measurably.
- Social or public recognition for accomplishments and successes.

People With Patterns Like You Tend to Need:

- To know the limits of your authority.
- Opportunities for leadership, self-development, rapid learning, broad scope of operations, and advancement.
- Opportunities for involvement with a wide variety of people, both in and out of the organization.
- To be presented with the expected outcome of a project or assignment, and to be evaluated on that outcome.
- To mask strong emotions at times so as not to distance yourself from others.
- Freedom to express your own ideas, initiatives, and creativity.
- To be more aware of your impact on other people, especially in pressure 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 demand a high performance from yourself and others.
- You tend to set high goals, then work hard with people to achieve those goals.
- You have excellent presentation skills when dealing with groups. You bring a poised, confident, and engaging message to any audience.
- You are a very active agent in all that you do.
- You have the ability to use discipline in an appropriate manner, often effecting win-win situations.
- You have a strong tendency to work toward making things happen, rather than waiting for things to happen.
- You are excellent at initiating activity and providing direction for the team or organization.

Your Work Style Tendencies:

- You set high operational goals for yourself and others and expect all involved to provide maximum effort.
- You are a self-starter with a strong competitive edge.
- Your pace of personal operation is faster than that of many people.
- You project emotional strength and a talent for working with others.
- You are decisive and like to get things done quickly and efficiently.
- You excel at promoting ideas, opportunities and people.
- You have the ability to inspire others to reach their maximum potential.

You Tend to Be Most Effective In Environments That Provide:

- Participatory leadership and management.
- A responsive team with which to work and associate.
- Assignments involving the motivation and persuasion of a network of people.
- Direct answers to questions.
- An arena for you to verbalize your ideas and opinions.
- An organizational eye toward the future that rewards innovation and encourages creative risk-taking.
- Responsibilities requiring a high degree of decisiveness.