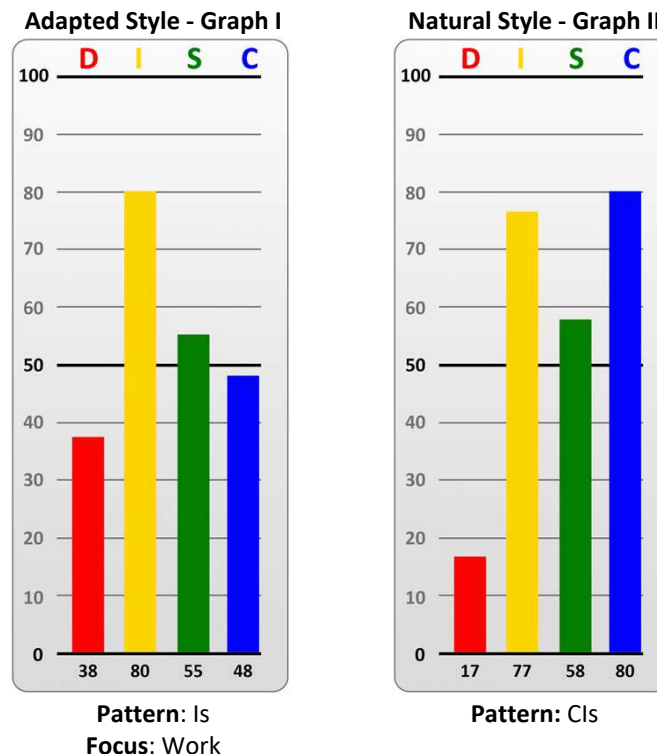# DISCstyles Graphs for Dwayne Herrera

Your Adapted Style indicates you tend to use the behavioral traits of the Is style(s) in your
selected Work focus. Your Natural Style indicates that you naturally tend to use the behavioral traits of the CIs
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.

Adapted Style - Graph I

D	I	S	C
38	80	55	48

Pattern: Is
Focus: Work

Natural Style - Graph II

D	I	S	C
17	77	58	80

Pattern: CIs

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.

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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 Dwayne, DO:
- Be certain to conclude the communication with modes of action and specific instructions for the next step.
- Join in and talk positively about people and their goals.
- Plan some extra time in your schedule for talking, relating, and socializing.
- Be engaging, stimulating, and fast-paced.
- Plan to talk about things that support Dwayne's dreams and goals.
- Do your homework, because Dwayne's homework will already be done.
- If you disagree with the direction, show your position in an organized presentation.

When Communicating with Dwayne, DON'T:
- Be impersonal or judgmental.
- Use someone else's opinions as evidence.
- Whine about all of the work you have to do.
- Rush the issues or the decision-making process until you have buy-in.
- Be dogmatic.
- Talk down to Dwayne.
- Be unrealistic with deadlines.

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 supportive and encouraging working environment.
- Awards that recognize ability, competence, or achievements.
- Security in knowing that the products and services are of the highest quality.
- Social recognition for success on a project, or in achieving a goal.
- Assignments that allow for a variety of interpersonal contact and mobility.
- A variety of activities involving interpersonal contact, both on and off the job.
- Procedures that support a quality initiative and have the flexibility to be changed when necessary.

People With Patterns Like You Tend to Need:
- A wider scope of perspective and operations.
- To learn to say "no" more often to requests from others, in order to prevent spreading yourself too thin.
- A democratic environment with participatory management.
- An environment where there is frequent communication and contact with people.
- Increased authority to delegate routine tasks and procedures.
- Clear and specific job descriptions and role responsibilities.
- Complete explanations of the nature of a process, and systems used.

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 tend to demonstrate technical competence, as well as skill in dealing with people.
- You are people-oriented, but also rather modest, so you have the ability to get along with a wide variety of people.
- You are able to negotiate conflicts between people and teams in a win-win manner.
- You are deadline-savvy and able to juggle many issues simultaneously.
- You bring a sense of genuine enthusiasm to the team and organization.
- You show a high level of respect for established systems and organizational protocol.
- An optimistic team player, you are able to motivate others toward their goals.

Your Work Style Tendencies:
- On the job, you bring a high degree of optimism and a strong desire to win.
- You may be overly afraid of losing on a project or proposal.
- You show a special ability to help others on the team visualize the activities necessary to obtain success in a complex project.
- When urgency reaches a high point, you can work with the team to restore comfort, while also obtaining good results.
- You want to be perceived as someone with the ability to take the seed of an idea and develop it into a successful solution.
- You have the ability to contribute to a pleasant and efficient work environment, due to your attention to people and knack for quality control.
- You have the ability to carry out detailed action plans, and verbalize the steps in an articulate manner.

You Tend to Be Most Effective In Environments That Provide:
- Public recognition for accomplishments.
- Complete explanations of areas of responsibility and control.
- An environment that supports your critical thinking skills.
- Projects requiring you to motivate and persuade people.
- Variety in work tasks and projects.
- Contact with groups, and opportunities to build a network of people.
- A democratic environment with participatory management.