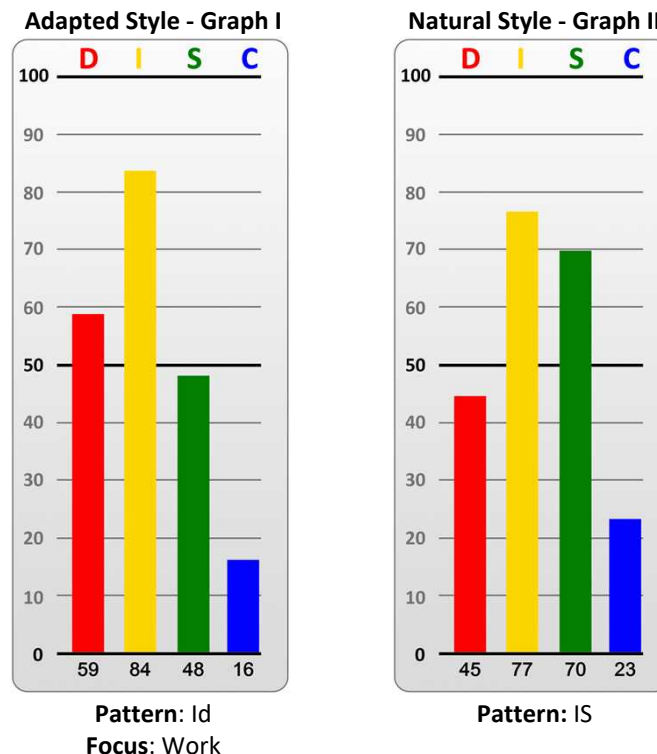


DISCstyles Graphs for Robert Hoepfner

Your Adapted Style indicates you tend to use the behavioral traits of the Id style(s) in your selected Work focus. Your Natural Style indicates that you naturally tend to use the behavioral traits of the IS 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 Robert, *DO*:

- Plan to talk about things that support Robert's dreams and goals.
- Provide assurances about Robert's input and decisions.
- Join in with some name-dropping and talk positively about people and their goals.
- Break the ice with a brief personal comment.
- Put the details in writing, but don't plan on discussing them too much.
- Be certain to conclude the communication with some modes of action and specific next steps for all involved.
- Be candid, open, and patient.

When Communicating with Robert, *DON'T*:

- Let the discussion with Robert get caught in dreams too much, otherwise you'll lose time.
- Leave the idea or plan without backup support.
- Be impersonal or judgmental.
- Manipulate or bully Robert into agreeing.
- Be overly task-oriented.
- Be rude or abrupt in your delivery.
- Be vague or ambiguous.

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:

- Identification with the organization, team, and others with whom a spirit of work responsibility has been established.
- Projects and assignments that provide interpersonal contact, and an opportunity to help both internal and external stakeholders.
- A work culture that is supportive of family activities and commitments.
- Acceptance as a positive and supportive member of the organization and team.
- A supervisor, manager, or board who practices a democratic leadership process.
- Evidence that a new process has been successful in similar applications.
- Flexibility to circulate and talk with a variety of people.

People With Patterns Like You Tend to Need:

- More direction toward work tasks, and less focus on chatting and socializing.
- Encouragement to keep the positive spirit and optimism when the pressure is on.
- To be kept in the information loop regarding projects and initiatives within the organization.
- To be more realistic and ambitious in setting deadlines for team projects.
- Increased urgency in decision making.
- A sense of belonging to the team or organization as a whole.
- To learn to say "no" more often in order to avoid spreading yourself too thin.

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 able to build positive relationships with internal and external stakeholders.
- You demonstrate a high degree of patience in working with others.
- You are very people-oriented and, as a result, are able to talk with new people very easily in small groups or in large audiences.
- You work hard to achieve the team's goals and objectives.
- Your strong optimism helps motivate the team toward their goals.
- You possess a positive sense of humor and never make jokes at the expense of others.
- You are able to negotiate conflicts into win-win situations.

Your Work Style Tendencies:

- On the job, you have a strong need to be patient, polite, and create an environment of good-will for internal and external stakeholders.
- You meet new people easily and prefer networking with others rather than working in solitary conditions.
- You show a high degree of persistence in working on projects, especially over the long haul.
- At work, you tend to have a "long fuse," and are not easily angered, although you may take some of the anger home to vent.
- You tend not to force your own ideas on others with edicts, but rather by offering considered suggestions.
- Your empathetic nature and sensitivity toward people may lead others to seek you out as a coach or counselor, or ask to assist them with a personal or team problem.
- You tend to be an excellent "teacher" to peers on the team, at all levels of the organization.

You Tend to Be Most Effective In Environments That Provide:

- A work culture that allows for your natural interest in helping others learn and grow professionally.
- A job culture where there is little hostility, confrontation, anger, or pressure.
- A work culture that takes pride in the systems, processes, and people working behind the scenes.
- A balance between some stable, predictable work activities and some variety and change on a regular basis.
- A favorable working climate containing positive attitudes and optimistic spirit.
- A participatory manager or board with whom a democratic relationship has been established.
- Specialized assignments that also involve working and communicating with a variety of people.